

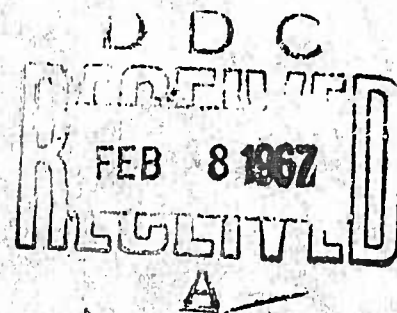


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THE EMPLOYMENT OF RETIRED MILITARY PERSONNEL

by

Laure M. Sharp
Albert D. Biderman



BUREAU OF SOCIAL SCIENCE RESEARCH, INC.

WASHINGTON, D. C.

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BSSR:371

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A report prepared for the
Office of Manpower Policy, Evaluation and Research
U. S. Department of Labor

BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
1200 Seventeenth Street, N. W.
Washington, D. C.

July 1966

ACKNOWLEDGMENTS

The present report is based on two studies performed by the Bureau of Social Science Research under Contract Numbers 81-08-26 and MDTA 16-63 with the Office of Manpower, Automation and Training (now Office of Manpower Policy, Evaluation and Research) of the U. S. Department of Labor.

The first study was an original two-phase survey of a cohort of retired military personnel; the second study was a reanalysis of data collected by the Department of Defense in connection with the Medicare program.

We wish to thank our sponsor and especially Dr. Howard Rosen, Mr. Robert Malakoff, Mr. Roger Bowlby, and Miss Bella Schwartz for their continuing help.

The following organizations lent their endorsement to the BSSR survey of retired personnel: Air Force Association, Association of the United States Army, Fleet Reserve Association, Navy League of the United States, NCO Association of the U.S.A., Reserve Officers Association of the U. S., Retired Officers Association, AFL-CIO, American Personnel and Guidance Association and the American Vocational Association, Inc. Their cooperation is gratefully acknowledged.

Both studies were carried out with continuing assistance from the Department of Defense. Colonels Herbert B. Allen and Winston G. Whall, of the Office of the Assistant Secretary of Defense/Manpower, were particularly helpful in the early stages of the data collection. We are also grateful to the personnel branches of the Department of the Army, Navy, Air Force and Marine Corps for the efficient distribution of our initial questionnaire.

In the reanalysis of the DOD data, we were greatly assisted through the preparation of special tabulations by the Air Force Data Services Center. In this connection, we wish to express our special thanks to Mrs. Caroline Jackson and Mr. Nicholas A. Adams of the Department of Defense.

We also wish to acknowledge the help of several other individuals and organizations who have made it possible for us to negotiate the complexities of this study at various points. The advice and counsel of Col. Jackson V. Rambeau of the Air Force Association was especially helpful in the planning phase. Brig. Gen. James H. Banville of the Retired Officers Association, and Miss Catherine Phelps and Mr. Francis R. Barnard of the USES in the District of Columbia provided us with first-hand insights into the placement problems of retired personnel and helped us in the conduct of our pretests.

At the BSSR, Samuel L. Lyerly provided statistical consultation throughout the life-span of the study. Frank Davis was responsible for the data collection, processing and analysis. Several other staff members contributed research and editorial assistance, in particular Adrienne Weir, Rebecca Krasnegor, and Carol Busch.

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SUMMARY

Study Objectives

➤ Civilian employment for men retiring from the American military service is a manpower topic that is receiving continually greater attention. Current policies tacitly assume the possibility of smooth transfers from the military to the civilian sector for a steadily growing number of physically able military retirees (an estimated 1 million by 1980). This report deals with the most comprehensive study yet undertaken of the employment transition from military to civilian life by a portion of this large reservoir of trained manpower. The primary interest here is in the intrinsic significance of the problems of this segment of the national labor force. The problems faced by men seeking civilian employment following military careers of 20 years or more, and the methods they employ in the process, may also have much relevance for the growing number of civilians who similarly need to make a change in career during the middle years.

One specific objective of the study was to determine the extent to which specific occupational skills have "high" or "low" transferability from military to civilian occupations, and the implications of these findings for needed training and retraining programs. ↙

Data Sources

Data for the study were obtained from two sources: (1) a three-phase panel survey of selected members of the cohort of officers and enlisted men who retired in May 1964 (defined as the BSSR study) and (2) special analyses from the Department of Defense Survey of Retired Military Personnel, September 1963 (defined as the DOD study). The BSSR study was conducted from early March 1964 to the end of February 1965, and excluded retirees expected to have atypical second career patterns, in particular those having a high degree of disability (over 30 per cent), women, and those over age 52.

The BSSR study consisted of three stages: In Phase I, a self-administered preretirement mail questionnaire covering personal and education background information, military career details, and plans for retirement, was sent to 3,350 retirees, from whom a total of 2,638 usable questionnaires was obtained and analyzed. Phase II consisted of an intensive 15-week, follow-through survey of 500 randomly selected volunteer respondents who had indicated their intent to seek jobs immediately following retirement, plus the counselors and employers they contacted during this period. There was communication with 435 of this

group (95 officers, 340 enlisted men), 73 per cent of whom found employment within the 15-week period. In Phase III, postretirement mail questionnaires were sent to the 2,755 men who had answered the preretirement questionnaires, plus 116 who had indicated they did not plan to look for work. The postretirement questionnaire was focused on seeking, finding and changing jobs during the first 6 months following retirement. It also included expectation, aspiration, and attitude items replicated from the preretirement questionnaire. A total of 2,250 completed questionnaires was returned--a response rate of 82 per cent.

Analysis of the DOD material was based chiefly on responses to 15 items concerning employment which were identical or similar to items in the BSSR questionnaires. The present study dealt only with responses of men who were recently retired (from the beginning of 1960 through July 1963) and who met the eligibility criteria for the BSSR sample, a total of 3,098, 937 officers and 2,161 enlisted men. Thus the trend data provided by the DOD study coupled with the greater detail of the BSSR data give greater depth to the findings.

Personal Characteristics of Retirees: Branch of Service, Rank

The personal characteristics of the men in both the BSSR and DOD samples proved similar; over two thirds are enlisted men; the officer group is composed almost equally of regular and reserve officers, the majority having received their commissions from officer candidate or cadet schools. The greatest dissimilarity between the two samples was in the proportions from each branch of service. While Army retirees comprise about one third of both samples the BSSR sample included a larger proportion of Air Force officers and enlisted men, and a smaller proportion of Navy men. Because of their generally higher educational attainment, underrepresentation of Navy retirees may affect the general applicability of the BSSR findings for officers.

In both samples, the median rank for officers is the O-5 level (corresponding to lieutenant colonel) and for enlisted men, the E-7 level (master sergeant or sergeant 1st class); the median age for all was 43 years.

Educational Background

The median level of education was "some college" (but no degree) for officers, "high school graduate" for enlisted men. Educational level varies significantly among the service branches: 10 to 14 per cent more naval officers have college degrees than the highest proportion of officers in the other services. Educational deficits are often made up during military service: 63 per cent of the enlisted men in the BSSR sample had not completed high school when they entered service but, by retirement, only 33 per cent had not done so. Similarly, the number of officers who were college graduates rose from 17 per cent

preservice to 33 per cent at retirement. The leveling out of educational differences between services for career personnel which was also observed may reflect both in-service education and differences in retention patterns.

Rank and education are positively related: the higher the rank, the higher the educational level for both groups in both samples. Educational level is correlated directly with age among officers, but not among enlisted men. This reflects the promotion and retention of college-educated officers in greater proportion. In the long-run, it should be noted, the relation of age to education among the military retired population will be affected by the higher levels of education of successive entry cohorts.

Social, Family, and Ethnic Characteristics; Retirement Pay

Among men in the BSSR sample, recruitment from farm areas--traditionally high for military career personnel--persists in this cohort. Slightly more than a sixth of the officers and almost a fourth of the enlisted men had rural backgrounds. The largest single number of the men are the sons of skilled and semiskilled workers. Most of the men were married, but the divorce rate was also high. Officers apparently had more stable marriages than enlisted men and a somewhat larger number of dependents (22 per cent of the officers and 19 per cent of the enlisted men have 5 or more dependents). The officer group is almost exclusively white; of those enlisted men responding, 6 per cent were Negro, and 2 per cent, other ethnic minorities. The median monthly retirement income was only about half as much as active duty pay, \$471 for officers and \$181 for enlisted men, compared with \$900 and \$380 respectively prior to retirement. In both groups, 40 per cent were homeowners.

Preparation for Retirement and Employment

Long-range preparation for retirement and employment was not characteristic of this group. Prior to their last assignment, only 18 per cent of officers and 16 per cent of enlisted men had sought assignments calculated to give them experience valuable in civilian jobs. Closer to retirement, 57 per cent of the officers who had any choice regarding their final assignment said postretirement considerations played a part in it: 41 per cent chose assignments in the areas in which they wanted to retire, but only about a tenth of them considered such factors as valuable experience for future work and convenience of the assignment for job contacts. Only 45 per cent of the officers and 34 per cent of the enlisted men made specific plans for retirement a year or more before retirement. The larger number of unattached or childless men in the enlisted group may account for their greater lack of planning.

The majority of the men (94 per cent of enlisted men, 65 per cent of officers) classified themselves as voluntary retirees, although many

would have had to retire within a short time by law or regulation. Close to half of the voluntary retirees said they saw no chance for further advancement in the military.

Residence after Retirement; Attachment to Military Life

Following retirement, the majority of men live in large metropolitan areas; 60 per cent of the BSSR sample and 63 per cent of the DOD sample settled in either the South Atlantic, Pacific Coast or West South Central census regions. The two most important factors in the choice of retirement residence were said to be availability of jobs and of nearby military facilities--the latter having the strongest appeal for the "middle level" retirees, who also have the greatest employment problems. Although 90 per cent of the job seekers said they would move to obtain a job, almost half (44 per cent) expressed strong geographic preferences or restrictions.

There was little evidence that a high level of military identification was prevalent among the retirees; only about a third of the men (BSSR sample) would advise their sons to seek military careers and a little more than a fourth would advise against it.

Employment Plans and Perceptions

The overwhelming majority of the retirees shared a persistent optimism about the future: 83 per cent intended to enter the labor market immediately after retirement and another 13 per cent planned to do so after taking some time off. Moreover, over two thirds expected to find jobs within 3 months. Although their salary expectations were modest, only a few (3 per cent) thought that they would have lower incomes 5 years after retirement than in their last year of active duty. They largely felt that they were equal, perhaps superior, to civilians doing the same kind of work, and also that their military experience would be an advantage. Apprehensions centered mainly around adverse effects of their age (considered a definite drawback by close to 80 per cent of these men) and "company hiring and employment practices (50 - 60 per cent). Many perceived some difficulties, but only initially, in locating jobs equal to their service jobs. Nor did most perceive the need for any extensive retraining to qualify them for the civilian jobs they sought: those who thought that they might require some training (two thirds of the officers and a half of the enlisted men) usually felt their need could be met through on-the-job training.

Preferred Jobs and Employers

The retirees' perceptions of their occupational skill areas and their first choice for a civilian job reveal the predominance of administrative and quasiadministrative experience and aspirations.

Conversely, there is a limited perception of competence and little interest in technical jobs.

Most retirees express a clear preference for employment in large bureaucratic organizations, in particular for the federal government as their first choice of employer. Their apparent desire essentially to replicate their military work pattern probably stems from their job value system: of 19 attributes, 94 per cent of the officers and 88 per cent of the enlisted men listed chance for advancement as very or somewhat important, but few rated independence or freedom from supervision so highly.

Employer and Counselor Evaluation of Job Seekers

Data on job seekers from counselors and prospective employers, though limited, provides revealing contrasts to the retirees' self-evaluations. Almost two thirds of the employers considered military status an asset, as compared with only 38 per cent of the officers seeking jobs. Similarly, only 15 per cent of employers called age a drawback while 80 per cent of the men did so. But prospective employers more frequently regarded the retired applicant as needing training than did the retirees themselves. Counselors specified the need for training less frequently than employers, perhaps because they tend more than employers to think of the entire job range open to the retirees, rather than a specific job.

Timing of Job Seeking Efforts

The earlier the men made efforts to locate jobs, the sooner they found them. Of the May 1964 retirees, 74 per cent of officers and 85 per cent of enlisted men had not located jobs prior to retirement, and 31 per cent of officers and 43 per cent of enlisted men had not started the job hunt until they were actually separated from the service.

Use of Counseling and Information Services

Available counseling and information resources in the military and outside are little understood and used; 81 per cent of the May 1964 retirees said they had used none at all and only 3 per cent received counseling from the military. This suggests the need to better communicate the availability of these services to those about to retire. Prior to retirement, the men considered various job channels. The public employment service (federal and state) was the most popular choice among enlisted, and the second most frequent choice among officers.

Placement Channels

In the actual placement experience, formal channels were less productive than informal ones (personal contact, direct application to employer, etc.). First contacts through such informal channels accounted for two thirds of the jobs that the men obtained prior to or soon after retirement. Formal channels, notably the public employment services, are used more extensively over time, and most often by those whose former military rank and skill transferability are lowest.

Placement Experience

Six to 8 months after retirement, 71 per cent of the officers and 76 per cent of the enlisted men reported that they were employed. Of the remainder, 13 per cent of the officers and 3 per cent of the enlisted men were full-time students. Placement took place rapidly; over a half of the men began work within two months of retirement. The proportion of the May 1964 retirees looking for work 6 to 8 months later (16 per cent of the officers, 21 per cent of the enlisted men) is quite high compared with the male civilian population in the same age group. And, at the time the DOD survey was made, a small but disturbing uptrend in unemployment was found for the successive retirement cohorts of 1960, 1961, and 1962--4, 6 and 8 per cent respectively for enlisted retirees.

Job Holders and Job Seekers: Personal and Attitudinal Characteristics

Those who were job seekers 6-8 months after retirement differ in several important personal respects from those who had found jobs. Navy and Marine retirees (in both the DOD and BSSR sample) had a higher rate of employment than the Army and Air Force men. Educational achievement probably is the most significant single determinant of a man's employment situation: 40 per cent of the officers with college degrees were early job holders (at time of retirement) compared with 26 per cent of all officers. Apprehensiveness regarding age prior to retirement was justified to any significant degree only in the case of enlisted men: about a third of those over 55 were job seekers. For officers, the effects of age are obscured by the superior rank and educational qualifications of the older officers. Race and religion had some effect on employment of enlisted retirees: Negroes and members of other minorities had relatively greater difficulty in getting jobs.

Employment was also directly related to number of dependents. This is attributable to the greater economic and social pressures to obtain early employment from these responsibilities. The pressures appear more sociopsychological than financial, however.

Successful job placement of these men is related to several constellations of personal and attitudinal variables. The best qualified men, determined by scores on a "capability" index, were most likely to be

employed, but not the reverse: unemployment was highest among those scoring at the middle level. There are significant differences in level of aspiration between job holders and job seekers with officers and enlisted men who are job holders having proportionately higher aspirations than their job-seeking counterparts. From measures based on an index measuring financial need it appears that differences in financial status are not major determinants of employment. The more affluent retirees are as eager to be employed as those with lower retirement pay and fewer assets, and they are usually better qualified. But a preretirement decision to reside in a particular place does influence occupational adjustment in a positive direction. An index measuring self-confidence showed some relationship between self-confidence and successful job seeking among enlisted men but not among officers. Although there is a slight tendency for officers who are job holders to be less attached to military life and institutions than job seeking officers, a consistent relationship between military identification and civilian job success cannot be established. In fact by every one of the measures used in this study, job-holding retirees who retained ties with military institutions and facilities were more successful than nonusers.

Type of Employment

Retirees as job holders were widely scattered in the civilian economy. Not all those interested in employment with the federal government had been hired--only 11 per cent of the officers and 15 per cent of the enlisted men--but the number will no doubt increase over time since federal personnel processing is often delayed. A substantial number of officers (19 per cent) took jobs in insurance and real estate, while enlisted men employed by business most often tended to work in small establishments, plants and retail stores.

Educational Level and Types of Jobs Found

Educational level accounts for sharp differences in the types of jobs the men obtained. More than a half of the officers who were college graduates obtained jobs with the federal government or with large businesses. A fourth of the retired officers in the federal government are doing clerical or technical rather than administrative or professional work. Enlisted men similarly obtained chiefly clerical or technical jobs in the federal government, but in state and local governments, they are more likely to work in protective services. Both officers and enlisted men tend to accept sales or clerical jobs initially, then shift to other fields if the opportunity arises.

A consistent finding for officers is the crucial importance of a degree in qualifying them for professional and upper level business jobs. College courses (not part of a degree program) make a great marginal contribution to occupational upgrading for enlisted men but almost none for officers. High military rank (sometimes used by employers as a

measure of a successful personality) is also associated with the better jobs. Since higher ranking officers are most likely to be college graduates, education may have a multiplier effect: the higher the educational level, the greater the degree of advancement in the service and subsequently in civilian life.

Transfer of Military Skills and Civilian Jobs

The actual extent of skill transfer is difficult to determine without detailed job descriptions. There appears to be a greater transfer for enlisted men than for officers. Even when skill transfer appears most likely, as in electronics and medical specialties, apparently no more than a third to a half of the men obtain civilian jobs in their specialty. Electronics was probably the highest skill "carry-over" category. Those with aviation careers found employment in their field least often, probably because of the inhibiting seniority system in the air transportation industry. In some fields, inability to transfer seniority may be a greater barrier to employment than the lack of transferable skills. But there is little doubt that for men in some military specialties (aircraft, combat, ordnance) satisfactory civilian employment is especially difficult to obtain. A consistent finding is that the same military specialty groups in which relatively large numbers of men were unemployed 6 months after retirement also turn out to have the largest proportion of unrelated placements and men who report difficulties in finding jobs.

A comparison of objective skill transfer ratings with actual civilian jobs showed that for the BSSR sample as a whole fewer than half of the men were working in comparable occupations. Even in high-transfer fields (engineering, electronics, skilled crafts) the data reveal considerable "slippage," with many technical specialists going into civilian business, sales, clerical or service occupations.

Military Rank, Education and Civilian Income

Over-all income levels are decidedly low. The annual median income in 1963 was \$6,130 for officers and \$4,690 for enlisted men in the DOD survey; it was \$7,785 for officers and \$4,730 for enlisted men in late 1964 in the BSSR sample.

The effects of rank and education on income levels are dramatic. The highest ranking officers in both the DOD and BSSR groups commanded about \$4,000 more annually than the lowest ranking officers. Differences among enlisted men are similar, though smaller. Age and income are inversely related; the negative effects of age are most marked among the enlisted. In effect, the promotion and retention policies of the service make age, rank and education interdependent variables. Detailed analysis suggest that the relatively low median incomes for the total retired population are due to the concentration of relatively large numbers of

officers and enlisted men in low-paying clerical, sales and service jobs; men working in professional, technical, administrative or skilled occupations reported salaries commensurate with the status of these jobs.

Job Turnover

Job stability is high: fewer than half of the DOD retirees had held two or more jobs since retirement, and only about a fourth of the enlisted men and less than a sixth of the officers in the BSSR sample had held 2 or more jobs. There was greater employment stability among officers in engineering and teaching than in any other subgroup or occupation field. As expected, the least turnover occurred in professional managerial and white-collar occupations, except for those officers who initially settled for occupations incongruent with their former status.

Postretirement Assessment: Job Holders and Job Seekers

Pre- and postretirement assessments by these men of their assets and handicaps in the labor market was sharply affected by job status. Job holders tended to give low weight to structural elements in the labor market: only 20 per cent thought that "company hiring practices" had been a handicap, compared with close to 3 times as many men who anticipated this to be the case. Similarly, 64 per cent of officers and 43 per cent of enlisted men who originally thought their military background would be of little help changed their minds. The greatest disappointment was in the area of skill utilization: of those men who perceived less utilization of their skills in civilian jobs, fewer than half had anticipated this. This was particularly salient for men with low educational achievement. Low skill utilization did not lead to a revision of the men's rating of their skills compared to civilians doing the same kind of work: if anything, their experiences in actual job situation led them to rate their own qualification even higher than prior to retirement.

Future Job and Training Plans

Relatively low income and the perception of skills not fully utilized accounts for some restlessness among these men. Among the job holders, 49 per cent of the enlisted men and 38 per cent of the officers in the BSSR group indicated some interest in obtaining a different job. Feelings of optimism persisted among the retirees as a whole, but to a considerably greater extent among job holders than among job seekers. Quite a few men changed their minds about their needs for training, although they largely persisted in thinking that on-the-job training was the only kind necessary. Those officers most handicapped in the labor market, measured by lowest income, perceived the need for training most strongly. The development of suitable training programs undoubtedly would lead to substantial financial rewards for many of the retirees.

Data Implications: Military-Civilian Skill Convertibility

Over-all, the two surveys suggest that the assumptions on which military retirement policies are based--the ready transfer of military skills and credentials to the civilian environment--have operated satisfactorily, in the majority of cases. For this majority, specific military training is neither as much of an asset as is sometimes claimed nor as much of a drawback as believed by those unfamiliar with the current military establishment. Educational achievement rather than specific military skill is the most important factor in the occupational adjustment of former military men. For enlisted men, age and race present occasional handicaps. Some officers tend to handicap themselves by selecting their residence in popular retirement areas (i.e., the West Coast).

Retraining Needs

Retraining programs should be tailored to the special needs of officers and enlisted men. The most appropriate training for officers would be programs leading to college degrees. This would also facilitate placement in sectors where there is much mutual interest (educational and nonprofit institutions, state and local governments) but where lack of formal qualifications and lack of placement channels have led to relatively little placement activity. For many enlisted men, too, programs of formal, college-level instruction might lead to significant pay-offs. But in addition, there appears to be a hard core of hard-to-place ex-servicemen who suffer typically from lack of formal education and a low transfer specialty. Their problems might be best met through specially designed experimental programs.

Need for Placement Channels

The surveys also suggest that the skill of many ex-servicemen are lost to the civilian economy. More intensive placement efforts might counteract the considerable slippage revealed in the survey. As of now, ex-military personnel are not likely to contribute significantly to the solution of technical shortage problems.

Relevance of Findings for Older Workers

Many of the findings obtained in this report have applicability to older workers other than military retired. It appears that premature retirement is not acceptable to the great majority of job holders for financial and even more for social-psychological reasons. The preferred second career is in most cases a continuation or replication of one's first career and consists of full-time rather than part-time employment. Age is apparently a lesser handicap for white-collar and professional workers

than is often assumed. Educational deficiencies, unwillingness or inability to relocate and organizational policies represent the main obstacles. For the blue-collar worker, age presents a more serious problem.

Priorities for Future Research

If further research in this area is undertaken, it would be desirable to resurvey this cohort at a later point in time, to obtain better data on job shifts, and on the effects of training which many of these men are now undertaking, particular those who became full-time students following retirement. However, of equal if not greater importance is a periodic rechecking of these findings through studies of more recently retired cohorts because of the high rate of change in the areas studied, especially the educational and skill attributes of retirees and the changing skill mix in the military and civilian structures. Because the total social system is undergoing rapid changes with respect to the treatment of older citizens, studies dealing with this sector of the population need especially frequent updating.

1. INTRODUCTION: WHY THIS STUDY WAS PROPOSED AND CONDUCTED

This study explores the employment-seeking processes and problems faced by men who have recently completed a career of twenty years or more in the armed services. A quarter of a century ago there were only 48,000 persons on the military retired lists. Currently, there are about a half million retirees and, during the next 15 years, the number is expected to double.

Present policies presume that most of these retirees will continue gainful employment by assuming jobs in the civil economy. The present study explores how satisfactorily retirees are accomplishing this transition and the problems they confront in the process.

The current size and composition of the military retired population reflects the military history of the nation over a few decades. The position of the United States in the world scene and the policies the nation evolves for its defense will continually alter the dimensions of the problem considered here. Developments of the past and present, however, set some guidelines for charting its future.

Currently, approximately 60,000 men retire each year from military service. The military retired population has been changing markedly in composition as well as in size. One aspect of this change is that those retired for disability reasons have become a relatively minor element of the retired population. A second significant change has been the constantly growing proportion of retired enlisted men. In

past decades, enlisted retirees constituted only a small fraction of those receiving retirement pay. But, about three fourths of those retiring currently are enlisted men and, of the 1,000,000 retired military anticipated in 1980, about 800,000 will have retired in the enlisted grades.

The occupational relevance of military experience among those retiring from the armed forces at the present time also differs from that among persons already retired, reflecting changes in the nature of military activities of recent years. Technological and organizational change in the armed forces will no doubt contribute to even greater changes in the occupational characteristics of future retirement cohorts.

The occupational orders of military systems, of course, have always reflected and been integrated with those of the civilian economy. As the society changes, its military institutions will reflect these changes. Furthermore, its military institutions may be a major agent of change in other institutions. The emphases in recent writings about differences and similarities between the two systems have tended to emphasize how remarkably like civilian institutions the military is becoming and the degree of influence of military-originated forms and ways upon the conduct of civilian enterprises:

First, in terms of enlisted men's occupational distribution, the military establishment stands out as one of the more technologically advanced sectors of American society. The military employs higher proportions of technical and scientific, administrative-clerical personnel, mechanics and repairmen, and service workers than are found in the male labor force. Likewise, it employs significantly lower proportions of men in the categories "craftsmen" and "operatives and laborers." To these statistics, covering only enlisted personnel, must be added the scientific, technical, and administrative skills which are found in even greater concentration than among officers.

Second, the military had a higher representation in precisely those occupational groups which, between 1940 and 1960, registered the greatest gains in the labor force--namely, professional, technical, and kindred workers; managers, officials, and clerical workers; and mechanics and repairmen. Change in the military occupational structure appears in certain respects to have anticipated change in the labor force. The decrease in the proportion of mechanics and repairmen in the armed forces during the Korean Conflict can be attributed to the peculiarly limited nature of the operations and reiterates the influence of limited war missions on the distribution of occupations. . . .

Third, the civilian occupational structure reveals a decline in the number of self-employed managers and officials and of gainfully employed persons in the agricultural sector, all of which appear in our table as occupations with no counterparts in the military structure. This category consisted of farmers, farm managers, and farm workers; self-employed proprietors of all sorts; and sales workers. Persons having civilian skills have long been useful to the military: civilian surgeons and medical doctors, photographers, storekeepers, and so on have often participated in military operations. But the decline of occupations with no civilian-military counterparts both in the armed forces and in the labor force suggests increasing overlap between skills required in the two sectors. As a result, experience acquired during military service has increasing transfer value in a civilian career.¹

We will examine the general premise that the military experience of men who retire in their early forties makes them capable of successful integration into the civilian labor force. Beyond this elementary question, several important issues can be raised. In the first place, the military retired population of the United States constitutes in and of itself a significant and growing reservoir of highly trained manpower. Prior to the present study, there was little information available as to whether the skills of these men were being adequately utilized to the benefit of the community. The problems they face in fitting themselves into the civilian economy, the nature of

¹ Kurt Lang, "The Effects of Succession: A Comparative Study of Military and Business Organization," The New Military, ed. Morris Janowitz (New York: Russell Sage Foundation, 1964) pp. 83-111.

occupational compromises and adjustments made, and the role which supplementary training or retraining might play in securing or improving this fit, are also issues that have not been comprehensively investigated.

This is not to say that no previous study of the problem has been made. The changing nature of the functions of retirement in post-World War II military policy in the United States has been summarized in a report of the most comprehensive examination of the military retirement system to date--a 1961 report to the Committee on Armed Services of the U. S. Senate by a Study Committee of the University of Michigan. The Michigan study group was contracted to study the military retired pay system and certain related subjects.² As part of its study, it conducted a mail survey of all officers then on the retired lists. Time and budgetary limitations precluded covering the enlisted segment of the retired population, but there was also an assumption throughout the Michigan study that second career problems were more serious for officers than for enlisted men. Because its primary objective was to make recommendations with respect to the matter of retirement pay, the Michigan group concerned itself rather broadly with problems of employment and financial maintenance, rather than questions of skill transference and specific employment opportunities which prompted the present study. However, the earlier findings were useful in helping us to crystalize some of the issues on which we focused.

² U. S. Senate, Committee on Armed Forces, A Study of the Military Retired Pay System and Certain Related Subjects, prepared by the Study Committee of the University of Michigan, July 6, 1961.

The Michigan study found that an easy transition to civilian employment had been made by slightly over half of the officers then on the retired list, while about a third had experienced at least some difficulty. The actual incidence of involuntary unemployment, financial hardship, and status loss among the group was not clearly established by the study, although the data permit inferences that severe problems affected some 10 or 15 per cent. The study concluded:

There can be no doubt, however, that at the present time most officers and enlisted personnel must have retired pay in order to maintain the economic position which they have attained and for which they have made sacrifices. This condition probably will continue for some time into the future (p.43).

Other sources of data bearing on the issue were several small-scale studies undertaken by various active duty and recently retired officers in connection with graduate theses.³ Although the findings were sometimes ambiguous, all indicated substantial problems of military-to-civilian transition for at least a minority of retirees.

Of particular interest to us in reports of prior research were various findings which indicated that it was not necessarily the retiree whose background was "more military," rather than "more civilianized," who had the greatest problems of transition. Among the relevant indicators of "military-like" or "civilian-like" experience are

³ Most useful in connection with the present report were the following two theses:

Kent J. Collings, Employment of Retired Military Officers in the West Coast Area: A Pilot Study, Master's thesis, University of Washington, 1963, 176 pp.

John H. Watson, A Study of Social and Occupational Adjustment in Relation to Civilian and Military Identification of United States Air Force Retired Officers, Doctoral dissertation, State College of Mississippi, 1963, 183 pp.

reserve (versus regular) status, length of service and military specialty. In applying such indicators, the Michigan study found, for example, that reservists had greater difficulties than regular officers in dealing with the employment market and in effecting the translation of their military background to not readily perceived civilian employment applications.

The Study Committee believes the problem is not so much an absence of marketable skills but rather the difficulty of translating individual skills and experience gained in a military setting into civilian terms so that they can be "matched up" with employer needs (p. 51).

For the former problem--the lack of transferable skill--it felt that programs of retraining would be needed. For the latter--that of translating skills--it recommended, among other measures, extensive preretirement vocational counseling and placement programs.

It is clear from some of these earlier findings that the problems of the military retired are similar to those which many civilians--usually older workers--must face. The very phenomenon of "retirement" in the new sense of a mid-career change in occupational role, institution or both is also a direction in which some civilian occupations are moving. Skill obsolescence and shrinking work force requirements in certain employing institutions are currently the most visible sources of this pattern in the civilian world. Increasing expectations of mobility with seniority also make early retirements necessary in stabilized civilian institutions. The most openly discussed of these is the academic "up-or-out" system which, nowadays, makes a "voluntary" job shift mandatory for the instructor or assistant professor who has not been promoted in several years. Legislation establishing

retirement rights after 30 years of federal civil service, regardless of age, has recently been enacted.⁴ And, there is a steady movement toward setting earlier retirement ages in pension systems.⁵ This trend may have been slowed down in some occupational sectors by the tight labor market associated with the Vietnam war, but its resumption is likely, short of major international conflicts. Thus, it was hoped that a study of the midlife career changes of the military might cast some light on those problems which increasing numbers of civilians are expected to confront.

Last, but not least, the study of post-retirement careers of military personnel was undertaken in order to obtain information on the extent to which specific occupational skills had "high" or "low" transferability from military to civilian occupations. These findings were to form the basis for the initiation of specific training or retraining programs, and to indicate areas in which action may be needed to improve such transfer.

In summary, keeping in mind the diversity of objectives outlined here, the following items comprised the major areas of research in this study:

⁴ U. S. Congress, Federal Salary and Fringe Benefits Act, Public Law 504, 89th Congress, 2nd Session, 1966, H. R. 14122.

⁵ See Retirement Plan and Supplemental Unemployment Benefit Plan of UAW-AFL-CIO-Ford Motor Company, November 23, 1964. Subsequently similar agreements were reached with other auto makers.

1. time trends in second-career employment as guidance for projections that would take into account changing characteristics and numbers of retirees in the labor force;

2. types of employment that are proving more satisfactory or less so in terms of skill utilization and income maintenance for various types of personnel;

3. areas of effectiveness and ineffectiveness of public employment service assistance to military retired job seekers;

4. retraining needs experienced by various classes of retirees;

5. role of financial resources other than income from retiree's employment as determinants of labor force participation;

6. identification of those classes of personnel having particularly great problems of transition to second careers.

With respect to the relevance of the experience of the military retirees in second careers to other early retirees or mid-career changers, the following questions seemed most pertinent:

1. To what extent do retirees seek and take work in areas of employment in which there is already a labor surplus, and to what extent do they meet currently unmet labor needs?

2. Does second-career employment, to any unusual extent, tend to move into certain marginal and interstitial roles in the economy which are not major targets of job competition; for example, social services, educational and other publically-subsidized institutions, and various forms of self-employment?

3. What are the consequences of retirement pay for second careers? Do retirement payments allow retirees to participate in programs of retraining that direct them into work in areas of skill shortage? To what extent do retirees tend to accept employment at rates of pay below those prevailing?

4. What roles do professional employment assistance agencies play in channeling the second-career worker to particular types of employment?

We have not provided exhaustive answers to all of these questions, although pertinent data will be found throughout this report. In the following three sections, our procedures and findings are discussed in detail. In the last section, we give an overview of what seem to us to be the most urgent current needs, as well as an outline of areas which we feel need further study before time conclusions can be reached.

II. HOW THE STUDY WAS CONDUCTED

The data on which this study is based were obtained from two sources:

1. A three-phase panel survey of selected members of the cohort of officers and enlisted men who retired in May 1964. Throughout this report, this source is identified as the BSSR study.

2. Selected items from the September 1963 Department of Defense Survey of Retired Military Personnel. Subsequently, we will refer to this source as the DOD study.

The BSSR study, based on the selection of a single monthly cohort, presented certain advantages as well as drawbacks. The principal advantage was ease and economy of procedure. It was possible to collect preretirement data at one given time from a group of men known to be leaving the service and since corrections for different dates of retirement were unnecessary, the development of retirement data was facilitated. Retirees constitute a constantly changing population. Each year's cohort differs quite markedly from that of previous years. These differences reflect the shifts in recruitment, retirement and retention over the past twenty years and more. Standards for enlistment, for commissioning, for retention and for integration into the regular components have changed at various times. The competition of the civilian and military personnel systems for people has allowed differential tappings of potential personnel by the military services at different periods of time. The population cohorts from which personnel intake

has been derived have also differed markedly through time. Selecting a retirement cohort from a single month allowed for some control of the composition of the sample and, by concentration in time, allowed for some control over the changes in employment market conditions.

But, by the same token, caution must be used in generalizing from a single monthly (or even yearly) cohort to the total retired population, or using the experience of the May 1964 group as a reliable predictor for the employment experiences of future cohorts. The particular shortcomings of the sample will be discussed in greater detail below. On balance, however, we feel that the advantages of selecting a single monthly cohort outweighed the disadvantages. The intensive examination of the one-month cohort provides the basis for qualitative analysis of the processes through which the transition from military to civilian status takes place. Furthermore, in our decision to adopt this design, we relied on the availability of the DOD data to provide information on the over-all success of retirees in the job market, as well as on the differential experience of various components of the retiree population. Some possibilities for longitudinal analysis were also present in the large sample of DOD data.

A. The BSSR Study

Data collection for the three-phase BSSR study took place over a one-year span, from early March 1964 until the end of February 1965.

Phase I consisted of the administration of a preretirement questionnaire to all career personnel retiring in May 1964. Excluded from the study population were various groups whose second career patterns might be anticipated to be atypical, and who were not sufficiently

large to warrant separate analysis: those with a high degree of disability (over 30 per cent); those over a given age limit (52 was selected as the cut-off age);⁶ women; and reservists who were retired under Title III, PL 810. For practical reasons, we also decided to eliminate from the study those men who, during the months prior to retirement, had a current duty station outside of the continental United States. Thus, the study population consisted of all personnel due for retirement during the month of May 1964 who met the criteria of absence of disability established for the survey, length of service, age, being male, and regular or extended active duty career status.

Between March and May 1964, 3,350 questionnaires were distributed to career military personnel retiring at the end of May 1964. Of this total, 2,878 individuals (86 per cent) replied by the cut-off date, September 21. Sixty of these respondents were either women or were not retiring in May, and were therefore designated as "ineligible."

Table I indicates the over-all response rate for officers and men in each of the four branches of the service. A greater proportion of the officers responded than did enlisted men: 90 per cent as compared with 83 per cent. There was very little variation by service. The Air Force was high with 85 per cent, the Marine Corps low with 83 per cent

The actual number of questionnaires returned was 2,670. Of these, 26 could not be identified by the name of the respondent, and another 6 were very incompletely filled out and therefore not used, leaving a total of 2,638 questionnaires which were processed for further analysis.

⁶ In a few instances, through a technical error, men over 52 were not screened out. The survey, therefore, includes a total of 32 officers and 82 enlisted men over the age of 52. This is, of course, only a fraction of the total number of retirees over 52 who were a part of the May 1964 cohort, and is not believed to have affected the findings to a significant extent.

TABLE I

FINAL RESPONSE RATE: PRERETIREMENT QUESTIONNAIRE
(Proportion of Eligible Retirees)

Branch of Service	Total Sent	Ineligible	Eligible Retirees	Question- naires Received		Refusals		Undelivered		Nonrespond- ent	
				N	%	N	%	N	%	N	%
Army Officers Enlisted Men	1253	10	1243	1049	84.4	14	1.1	50	4.0	130	10.5
	306	3	303	270	89.1	5	1.6	8	2.7	20	6.6
	947	7	940	779	82.8	9	1.0	42	4.5	110	11.7
Navy Officers Enlisted Men	494	17	477	399	83.7	4	0.8	38	8.0	36	7.5
	102	1	101	92	91.1	2	2.0	1	1.0	6	5.9
	392	16	376	307	81.7	2	0.5	37	9.8	30	8.0
Air Force Officers Enlisted Men	1436	29	1407	1202	85.4	14	1.0	22	1.6	169	12.0
	349	10	339	309	91.2	4	1.2	2	0.6	24	7.0
	1087	19	1068	893	83.6	10	0.9	20	1.9	145	13.6
Marine Corps Officers Enlisted Men	167	4	163	136	83.5	-	-	8	4.9	19	11.6
	23	1	22	21	95.5	-	-	-	-	1	4.5
	144	3	141	115	81.6	-	-	8	5.7	18	12.7
Grand Total	3350	60 ^a	3290	2786 ^b	84.7	32	1.0	118 ^c	3.6	354	10.7
Total Officers	780	15	765	692	90.5	11	1.4	11	1.4	51	6.7
Total Enlisted Men	2570	45	2525	2094	83.0	21	0.8	107	4.2	303	12.0

^aIncludes 18 women and 42 men not retiring from service.

^bIncludes 116 respondents who sent in the white retirement card and 26 questionnaires that could not be identified.

^cPost Office returned these cases as undeliverable.

In addition, 116 respondents sent back the white card which was attached to the preretirement questionnaire for the purpose of indicating that no paid employment would be sought after retirement. In Phase II, these individuals were sent postretirement questionnaires to determine if any of them had changed their minds about getting a job.

The known refusal rate for Phase I was exceedingly small (1 per cent). Only 32 individuals wrote to tell us that they were not going to fill out the questionnaire, and very few of these 32 made negative comments about being asked to participate in the survey.

The preretirement questionnaire was a far more extensive and demanding instrument than is usually considered appropriate for mail surveys of a randomly selected population. Personal and educational background information, military career details, and plans for retirement were among the main topics covered in the questionnaire. (See Appendix A.) Although our pretests had shown that we could rely on an unusually high level of motivation among military trainees, the high proportion of completed questionnaires and the small number of refusals in the study proper constitute gratifying results. Much of the credit for the high number of responses and the low refusal rate must go to the Compensation Affairs Section, Office of the Assistant Secretary of Defense, Manpower, Department of Defense, and to the four individual services that distributed the initial copy of the questionnaires.

Phase II involved an intensive employment follow-through survey of respondents who indicated on the preretirement questionnaire that they planned to become job seekers immediately following retirement and were willing to cooperate in this phase of the survey. Volunteers

as subjects for this phase were asked to make brief periodic reports to BSSR until they found employment, for a period of up to 15 weeks of their postretirement job-hunting. An astonishing number of respondents volunteered; almost 90 per cent of the total group (88 per cent of the officers and 90 per cent of the enlisted men). Five hundred were randomly selected and sent the necessary forms during the first week of June 1964. Table 2 gives the distribution of officers and enlisted men by service who were selected for the Phase II sample.

Table 2

DISTRIBUTION OF OFFICERS AND ENLISTED MEN BY SERVICE SELECTED
FOR INTENSIVE EMPLOYMENT FOLLOW-THROUGH SURVEY

	Officers		Enlisted Men		Total	
	N	%	N	%	N	%
Army	34	34	148	37	182	36
Navy	12	12	56	14	68	14
Air Force	54	54	176	44	230	46
Marine Corps	a	-	20	5	20	4
Total	100	100	400	100	500	100

^a None of the 9 Marine Corps Officers were used in Phase II.

Phase II participants were asked to submit weekly and monthly reports on their job-seeking activities. Furthermore, every time a participant had a job counseling interview or an employment interview he was requested to complete and send in a report on the interview (Interview Form). A questionnaire was then sent to the job counselor

or potential employer who had interviewed the retired military man. These counselor and employer questionnaires tried to tap the interviewer's opinions on such items as the retiree's chances for getting the type of job he was looking for, training needs, realistic salary expectations, etc. Each time a retiree received an actual job offer, whether or not he accepted it, he was asked to send in a special Job Offer Form. When an individual accepted a job his case was closed for the intensive survey.

Responses from the intensive Phase II sample showed a great deal of variation (Table 3).

Table 3

FORMS RECEIVED DURING PHASE II (BASED ON CONTACTS WITH 435 RETIREES)

Form	Number Received
Weekly Report (completed by retiree)	1766
Monthly Report (completed by retiree)	338
Counselor Interview Form (completed by retiree)	335
Employment Interview Form (completed by retiree)	525
Job Offer Form (completed by retiree)	391
Counselor Survey (completed by counselor)	190
Employer Questionnaire (completed by employer)	351

Some retirees faithfully sent in the various forms throughout the whole 15-week period (or at least until they accepted a job). Others sent in very few forms. At least 15 per cent of the sample had already lined up jobs

by the time we sent them the first batch of forms. Many of the preretirement questionnaires of the individuals picked for Phase II were sent in one or two months before their retirement. At that time they were job seekers, but some of them accepted jobs before their actual retirement date. Altogether, we had some contact with 435 of the 500 Phase II participants-- 95 officers and 340 enlisted men. Table 4 shows the month of job acceptance for the 73 per cent that found employment, and the proportion of retirees remaining unemployed at the end of the 15-week period.

TABLE 4
MONTH OF JOB ACCEPTANCE - INTENSIVE EMPLOYMENT
FOLLOW-THROUGH SURVEY RESPONDENTS

	Officers		Enlisted Men		Total	
	N	%	N	%	N	%
Before Retirement (April, May 1964)	22	23	46	13	68	16
June, 1964	9	9	64	19	73	17
July, 1964	11	12	46	13	57	13
August, 1964	13	14	41	12	54	12
September, 1964	2	2	29	9	31	7
October, ^a 1964 or later	10	11	26	8	36	8
No Job	28	29	88	26	116	27
Total	95	100	340	100	435	100

^a The information on October and later job acceptance comes from the Phase III postretirement questionnaire.

Phase III involved postretirement questionnaires which were sent to all men (2,755) who had answered the preretirement questionnaire, as well as to those who had sent in the white cards indicating that they did not plan to look for work. This questionnaire focused on the job-seeking, job-finding and job-changing processes during the first 6 months following retirement, but it also repeated some of the expectation and attitude items contained in the preretirement questionnaire to enable us to study the attitudinal changes which might have taken place over this period. The initial mailing of the postretirement questionnaire took place at the end of October 1964. Because of changes of address and other partially remediable difficulties in locating some respondents, extensive and time-consuming follow-up procedures were used to minimize avoidable case attrition. Three follow-up mailings were used for the postretirement questionnaire. Each mailing went by regular first-class mail, and included another copy of the questionnaire. The final cut-off date for receiving and processing the postretirement questionnaires was March 1, 1965. By this time, 2,250 completed questionnaires had been received representing 82 per cent of the 2,755 retirees used in Phase III. Table 5 shows the response rate by service. The response rate is least satisfactory with respect to retired Army enlisted personnel. For this group, in particular, there was a large number of changed, unknown addresses with which the Post Office was unable to assist us.

Charts 1, 2 and 3 show, respectively, our experience with sample maintenance through Phases I and III, for the total study group and, separately, for the officer and enlisted groups.

TABLE 5

POSTRETIREMENT QUESTIONNAIRE: RESPONSE RATES

Branch of Service	Number ^a Sent Out Oct. 1964	Completed Question- naires Received		Refusals		Undelivered		Nonrespond- ent	
		N	%	N	%	N	%	N	%
Army	1039	784	75.5	6	0.6	56	5.4	193	18.5
Officers	263	214	81.4	-	-	11	4.2	38	14.4
Enlisted Men	776	570	73.4	6	0.8	45	5.8	155	20.0
Navy	391	326	83.4	-	-	13	3.3	52	13.3
Officers	90	85	94.4	-	-	1	1.1	4	4.5
Enlisted Men	301	241	80.1	-	-	12	4.0	48	15.9
Air Force	1190	1020	85.7	2	0.2	35	2.9	133	11.2
Officers	307	266	86.6	-	-	4	1.3	37	12.1
Enlisted Men	883	754	85.3	2	0.2	31	3.5	96	11.0
Marine Corps	135	120	88.9	-	-	2	1.5	13	9.6
Officers	21	20	95.2	-	-	-	-	1	4.8
Enlisted Men	114	100	87.7	-	-	2	1.8	12	10.5
Grand Total	2755	2250	81.6	8	0.3	106	3.8	391	14.3
Total Officers	681	585	86.0	-	-	16	2.3	80	11.7
Total Enlisted Men	2074	1665	80.2	8	0.4	90	4.3	311	15.1

^aThe number sent out included all those who had sent back preretirement questionnaires or white cards. It was necessary to exclude 26 questionnaires sent back without identification, and 5 either lacking sufficient addresses for postretirement contact, or very incompletely filled out.

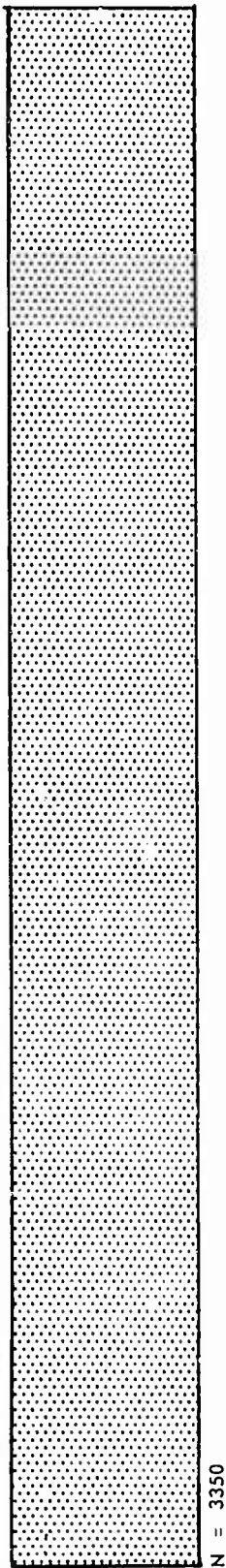
1/4" = 100 cases

Sample Maintenance

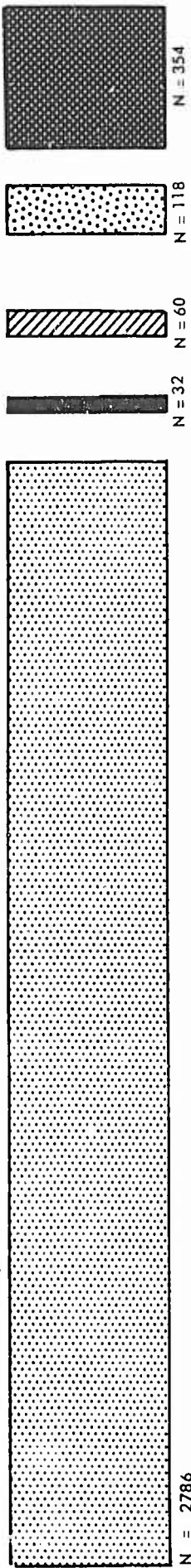
Study of Retired Military Personnel - Phase I & III

OFFICERS & ENLISTED MEN

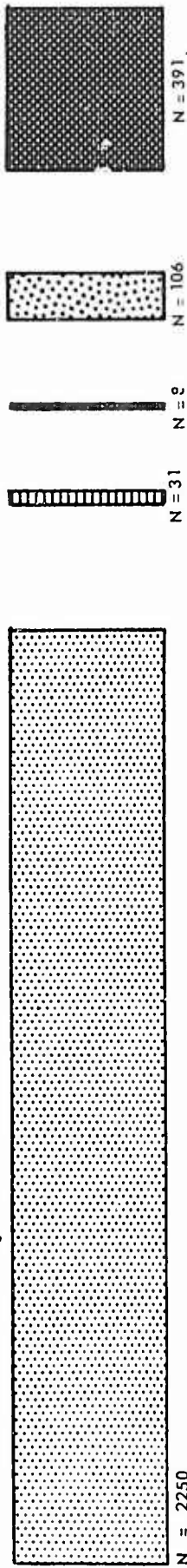
TOTAL PRE-RETIREMENT QUESTIONNAIRES SENT BY DOD



PRE-RETIREMENT QUESTIONNAIRE RESPONDENTS



POST-RETIREMENT QUESTIONNAIRE RESPONDENTS



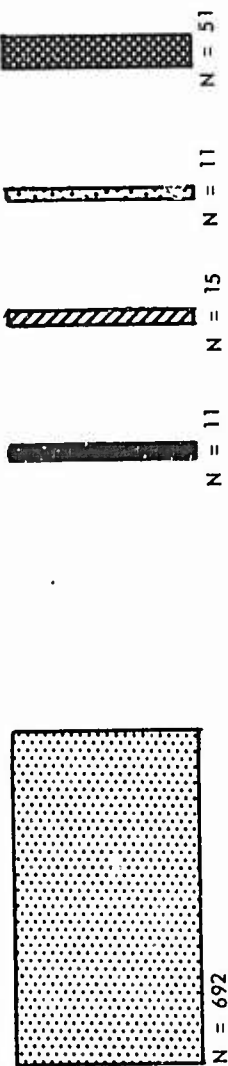
- Questionnaire Received
- Determined ineligible from reply received
- Refusals
- Questionnaire could not be delivered
- Incomplete Questionnaire not used
- Non-Respondent

Sample Maintenance

Study of Retired Military Personnel - Phase I & III

OFFICERS (N = 780)

Phase I - Pre-Retirement Questionnaires



Phase III - Post-Retirement Questionnaires



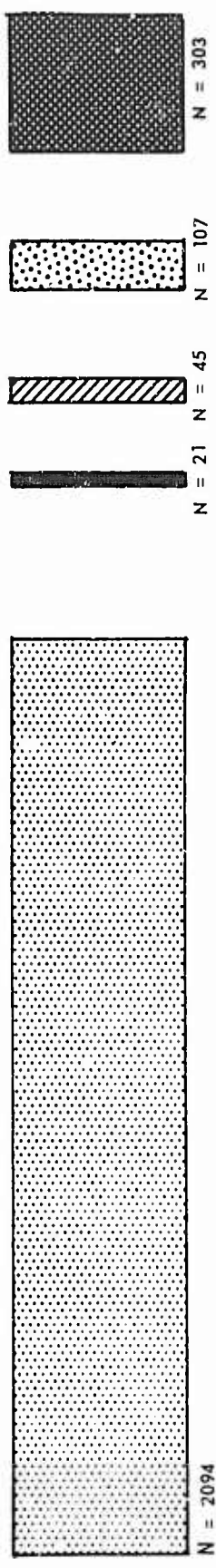
- | | | | |
|--|---|--|--------------------------------------|
| | Questionnaire Received | | Questionnaire could not be delivered |
| | Determined ineligible from reply received | | Incomplete Questionnaire not used |
| | Refusals | | Non-Respondent |

Sample Maintenance

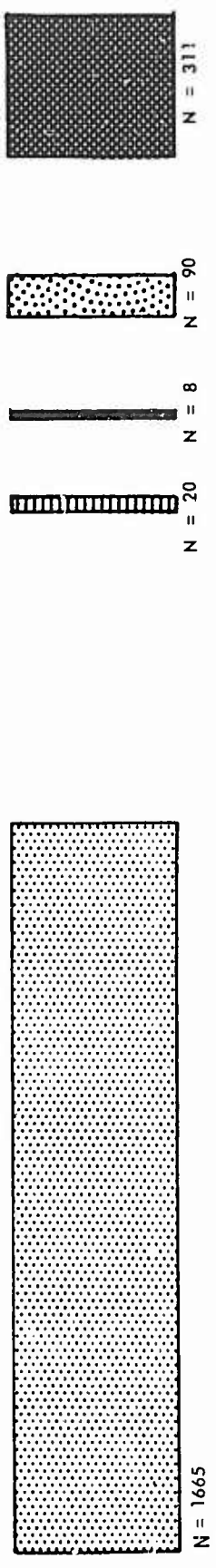
Study of Retired Military Personnel - Phase I & III

ENLISTED MEN (N = 2570)

Phase I - Pre-Retirement Questionnaires



Phase III - Post-Retirement Questionnaires



- Questionnaire Received
- Questionnaire could not be delivered
- Determined ineligible from reply received
- Incomplete Questionnaire not used
- Refusals
- Non-Respondent

B. The DOD Study

In September 1963, the Department of Defense conducted a Survey of Retired Military Personnel, using a sample of 19,000 drawn from lists of all currently retired uniformed personnel. This study was primarily concerned with matters other than postretirement employment (its focus was on medical care for retired personnel and their families) but it included several items--dealing with personal and employment characteristics--pertinent to our interests.⁷

Fifteen items on employment matters comparable to items in the intensive study instruments were incorporated in the Defense Department's questionnaire which was mailed during September 1963 to a sample of 19,000 retirees of all the services. The DOD questionnaires also incorporated items on military and civilian background that were of high relevance to our study.

Of the 34 items included in the DOD questionnaire, 15 were items on postretirement employment which employed wordings which were either identical to items in the OMAT study questionnaires, or were designed to provide maximum comparability with the BSSR data. They covered the following topics:

1. whether employed and if full-time or part-time;
2. training undertaken since retirement;
3. difficulty in securing job;
4. relevance of military training and experience to job;

⁷ These specific items were incorporated in the DOD questionnaire at the request of the BSSR, which was then beginning to make plans for the OMAT-sponsored study. The general matter of postretirement employment was regarded as pertinent to the medical care problem by those planning the study

5. sources of income and amount from each source;
6. use made of public employment services;
7. nature of job;
8. type of employer;
9. interest in, qualifications and need for further education for career in teaching or educational administration.

Certain items of the medical section of the questionnaire were analyzed for their bearing on employment, including those involving reasons for choice of place for postretirement residence. In addition, a number of questions dealing with personal and family characteristics, education, and military experience and qualifications were included in the analysis.

To make the DOD data further comparable to the BSSR study, the special tabulations which were developed for this study were restricted to a population of recently retired (during 1960, 1961, 1962, and through July 1963). As far as possible, exclusions similar to those which were applied to the BSSR study were put into effect: women, those retired with 30 per cent or more military disability, those over 52 years of age, and those with less than 20 years of service or retired under Title III, PL 810 were not included in the study. In effect then, the DOD study--in those areas covered by its questionnaire--extends the coverage span of the study to the years 1960-1963.

The procedures used by the Department of Defense in conducting the Survey of Retired Military Personnel are described in detail in the final report of the study group under whose auspices the survey was

conducted.⁸ In brief, the 19,000 retirees to whom questionnaires were sent represented a randomly selected sample. No follow-up of nonrespondents was attempted. By October 31, a total of 11,985 questionnaires had been received. Because of the afore-mentioned exclusions, the actual number of DOD cases used for analysis in this study was very much smaller: a total of 3,098 cases (937 officers and 2,161 enlisted men) are included. The largest number of exclusions were men who had retired prior to 1960.

We lack sufficient detailed data about the characteristics of the universe from which the DOD sample was drawn to make judgments about the representativeness of the sample for the group studied here. Certainly, the fairly sizable nonresponse rate, which may have been higher for some subgroups than for others, makes it necessary to use the findings with some caution. However, the bulk of this analysis deals not so much with total groups as with comparisons between subgroups classified in terms of educational achievement, age, or rank. Such comparisons are less likely to lack validity due to nonresponse factors than generalized findings for the total population studied.

⁸ Medical Care for Retired Military Personnel and Their Dependents--A Report to the Secretary of Defense by the Defense Study Group on Health Care for Retired Personnel and Their Dependents (Office of the Assistant Secretary of Defense, Manpower), June, 1964.

III. SALIENT FINDINGS

A. Personal Characteristics

The personal characteristics of the respondents in both samples are very similar in most respects because of the restrictions inherent in the sample definitions--recently retired men who left the service after 20 or more years of active duty, who were 52 or under at retirement, and who were not retired because of major disability

1. Rank, service, age and education.--In both samples, over two thirds of the respondents are enlisted men: in the BSSR sample, 26 per cent are officers and 74 per cent enlisted men, while in the DOD group 30 per cent are officers and 70 per cent enlisted. The officer group is almost equally composed of regular and reserve officers. The majority of the officers received their commissions through attendance at Officer Candidate or Cadet School. A small proportion of the officers (about 13 per cent) received a "direct" commission. There are very few service academy graduates in the samples.

The two samples are dissimilar, however, with respect to the inclusion of men from the various services (Table 6). In both samples, about one third of the total population are Army men; but there is a larger proportion of Air Force officers and enlisted men and a smaller proportion of Navy personnel in the BSSR sample. In terms of the generalization of most findings, this is not a major problem for the enlisted group, because the greatest differences in aptitudes, skills, and work experiences apparently exist between Army personnel and those in the other branches. Among officers, however, Navy men usually have considerably more formal education, as the data show. In some respects, therefore, the findings for officers based on the BSSR sample

may be less sanguine than those for a group that included a higher proportion of naval officers. The median rank for retired commissioned officers was at the O-5 level (corresponding to the grade of Lt. Colonel); for enlisted men it was at the E-7 level (corresponding to the grade of Master Sergeant or Sergeant 1st Class). As shown in Tables 7 and 8, the DOD sample included a higher proportion of enlisted men at the lowest grades (E-5 and below), perhaps because it was an earlier cohort, or because the more complex and less official BSSR questionnaire resulted in a slightly lower response rate from this group compared with the rates for other ranks.

TABLE 6
BRANCH OF SERVICE OF OFFICERS AND ENLISTED MEN
(BSSR AND DOD SAMPLES)
(In Percentages)

Branch of Service	DOD SAMPLE			BSSR SAMPLE		
	Officers (N=937)	Enlisted Men (N=2161)	Total (N=3098)	Officers (N=571)	Enlisted Men (N=1614)	Total (N=2185)
Army	49	25	32	37	34	35
Navy	21	44	37	14	15	15
Air Force	25	25	25	45	45	45
Marine Corps	5	6	6	4	6	5
Total	100	100	100	100	100	100

TABLE 7

RANK OF OFFICERS AND ENLISTED MEN
(BSSR SAMPLE)
(In Percentages)

Rank	Officers (N=571)	Rank	Enlisted Men (N=1614)
0-7, 0-8	1	E-9	6
0-6	12	E-8	12
0-5	36	E-7	33
0-4	33	E-6	30
0-3	5	E-5	16
W-4	5	E-4	2
W-3	5	E-3	1
W-2	3		
Total	100		100

TABLE 8

RANK OF OFFICERS AND ENLISTED MEN
(DOD SAMPLE)
(In Percentages)

Rank	Officers (N=928 ^a)	Rank	Enlisted Men (N=2130 ^b)
0-6	9	E-9	4
0-5	35	E-8	9
0-4	31	E-7	55
0-3	8	E-6	23
W-4	4	E-5	9
W-3	7		
W-2	6		
Total	100		100

^a Excludes (9) no answers.

^b Excludes (31) no answers.

The median age for both officers and enlisted men was close to 43 years. For officers, the median level of education was the "some college" (but no degree) category; for enlisted men, it was the "high school graduate" category.

Differences in recruitment policies of the various services are reflected in variations in educational level in both the BSSR and DOD samples (Tables 9 and 10). However, the differences are not as consistent as one might have assumed. While fewer officers among the Army retirees had college degrees and fewer enlisted men had any college experience, other differences are not as clear-cut. The Navy is clearly high on college graduates: in the BSSR group, nearly one half of the Navy officers are college graduates, while a little less than one third of the Army and Air Force officers completed college. In the DOD sample, 41 per cent of the Navy officers are college graduates while only 19 per cent of the Army officers and 27 per cent of the Air Force officers completed college. Among enlisted men in the DOD sample one quarter of the Navy and Marine Corps men, but only 10 per cent of the Air Force men are not high school graduates. In the BSSR sample of enlisted men, 40 per cent of Army personnel, but only 19 per cent of the Marines did not graduate from high school. (But, in the DOD sample, the proportion of Army enlisted personnel without a high school diploma is much lower--19 per cent.)

The differences in educational standards among the services seem to level out over time for career personnel. This is probably the result both of lower service retention of the better educated and in-service education of career men.

The latter factor is highly significant. The bulk of military careerists take advantage of the many educational opportunities offered in the services to raise their educational levels. The striking differences in educational attainment prior to service compared with that at the time of retirement are shown in Tables 11 and 12. Prior to entering the service

Branch of Service	Total N %		Educational Level			
			Not High School Graduate	High School Graduate	Some College	College Graduate
Officers						
Army	210	100	12	14	45	29
Navy	82	100	-	16	35	49
Air Force	258	100	1	7	62	30
Marine Corps	20	100	5	15	40	40
Total	570 ^a	100	5	11	51	33
$\chi^2 = 59.8, \text{ } 9\text{df. } P < .001$						
^a Excludes (1) no answers.						
Enlisted Men						
Army	550	100	40	48	11	1
Navy	235	100	32	55	13	-
Air Force	732	100	29	47	22	2
Marine Corps	97	100	19	64	16	1
Total	1614	100	33	50	16	1
$\chi^2 = 36.8, \text{ } 9\text{df. } P < .001$						

TABLE 10
BRANCH OF SERVICE AND EDUCATIONAL LEVEL (DOD SAMPLE)
(In Percentages)

Branch of Service	Total N %		Educational Level			
			Not High School Graduate	High School Graduate	Some College	College Graduate
Officers:			(N=21)	(N=176)	(N=492)	(N=245)
Army	460	100	1	15	65	19
Navy	194	100	7	26	26	41
Marine Corps	52	100	2	21	44	33
Air Force	228	100	-*	21	52	27
Total ^a	934	100	2	19	53	26
Enlisted Men:			(N=438)	(N=1243)	(N=452)	(N=20)
Army	536	100	19	60	20	1
Navy	948	100	26	54	19	1
Marine Corps	124	100	25	56	19	-
Air Force	544	100	10	63	26	1
Total ^b	2150	100	20	58	21	1

*Less than 1%.

^aExcludes (3) no answers.

^bExcludes (11) no answers.

TABLE 11

EDUCATIONAL LEVEL OF OFFICERS AND ENLISTED MEN
PRIOR TO SERVICE ENTRY (BSSR SAMPLE)
(In Percentages)

Educational Level	Officers (N=568)	Enlisted Men (N=1596)	Total (N=2164 ^a)
Not high school graduate	14	63	51
High school graduate	41	31	33
Some college	28	5	11
College graduate	17	1	5
Total	100	100	100

^aExcludes (21) unknown.

TABLE 12

EDUCATIONAL LEVEL OF OFFICERS AND ENLISTED MEN
AT TIME OF RETIREMENT (BSSR SAMPLE)
(In Percentages)

Educational Level	Officers (N=571)	Enlisted Men (N=1614)	Total (N=2185)
Not high school graduate	5	33	26
High school graduate	11	50	40
Some college	51	16	25
College graduate	33	1	9
Total	100	100	100

for the first time, 17 per cent of the officers were college graduates and another 28 per cent had had some college education. At the time of retirement, 33 per cent were college graduates and another 51 per cent had had some college education. Among enlisted men, 6 per cent had had some college education before entering the service. By the time of retirement, the figure had risen to 17 per cent. Even more striking is the fact that prior to their service careers, 63 per cent of the enlisted men had not graduated from high school but, by retirement, the proportion had dropped to 33 per cent. Twenty-one per cent of the officers had been to civilian colleges and universities as full-time government-sponsored students. Forty-five per cent of the officers and 12 per cent of the enlisted men had gone to civilian educational institutions part time at their own expense. About half of both groups had taken military correspondence courses (Table 13). This was, of course, the method most frequently used by enlisted men to earn a high school equivalency certificate.

Rank and education are positively related. Educational level goes up with rank among commissioned officers and enlisted men in both the BSSR and DOD samples (Tables 14,15). In the small warrant officer segment, the relationships between rank and education are less consistent. Educational level also goes up with age among officers, but not among enlisted men (Tables 16,17). In the BSSR sample, 40 per cent of the officers aged 45 and over are college graduates while only 28 per cent of those under 45 years of age are college graduates. Retention policies favoring the college-educated officer presumably contribute to this difference.

TABLE 13

STUDENT STATUS DURING ACTIVE DUTY CAREER^a (BSSR SAMPLE)
(In Percentages)

Response	Officers (N=571)	Enlisted Men (N=1614)	Total (N=2185)
Full-Time Government-Sponsored Student in Civilian Educational Institution			
Yes	21	2	7
No and no answer	79	98	93
Total	100	100	100
Part-Time Student in Civilian Educational Institution			
Yes	45	12	21
No and no answer	55	88	79
Total	100	100	100
Military Correspondence Courses			
Yes	51	45	47
No and no answer	49	55	53
Total	100	100	100

^aExact wording of questions:

During your active duty career have you ever studied at a civilian institution as a full-time, government sponsored student?

During your active duty career have you ever studied at civilian academic, commercial, or technical institutions as a part-time student, paying all or part of your own expenses?

During your active duty career have you ever taken any military correspondence courses?

TABLE 14

RANK AND EDUCATIONAL LEVEL (BSSR SAMPLE)
(In Percentages)

Rank	Total N %		Educational Level			
			Not High School Graduate	High School Graduate	Some College	College Graduate
Commissioned	495	100	1	8	54	37
0-7,0-8	3	100	-	-	-	100
0-6	68	100	-	1	21	78
0-5	207	100	—*	6	52	42
0-4	189	100	3	11	68	18
0-3	28	100	4	21	46	29
Warrant	76	100	28	32	32	8
W-4	30	100	17	40	33	10
W-3	29	100	42	31	27	-
W-2	17	100	29	18	35	18
Enlisted	1614	100	33	50	16	1
E-9	101	100	6	66	26	2
E-8	188	100	9	62	26	3
E-7	534	100	16	61	22	1
E-6	480	100	48	41	10	1
E-5	269	100	61	31	8	— ^a
E-4	34	100	59	35	3	3
E-3	8	100	63	25	12	-
Total	2185	100	26	40	25	9

*Less than 1%.

TABLE 15

RANK AND EDUCATIONAL LEVEL (DOD SAMPLE)
(In Percentages)

Rank	Total N %		Educational Level			
			Not High School Graduate	High School Graduate	Some College	College Graduate
Commissioned	771	100	1	14	54	31
O-6	86	100	-	1	18	81
O-5	322	100	-	10	55	35
O-4	293	100	1	21	63	15
O-3	70	100	1	21	62	16
Warrant	154	100	10	41	46	3
W-4	41	100	24	37	39	-
W-3	61	100	3	33	57	7
W-2	52	100	8	53	37	2
Enlisted	2121	100	20	58	21	1
E-9	83	100	4	46	48	2
E-8	185	100	7	60	33	-
E-7	1173	100	16	60	23	1
E-6	500	100	29	58	13	-
E-5	180	100	42	48	9	1
Total ^a	3046	100	14	46	31	9

^aExcludes (52) unknown

TABLE 16
AGE AND EDUCATIONAL LEVEL (BSSR SAMPLE)
(In Percentages)

Educational Level	Age				Total
	Under 40	40-44	45-49	Over 50	
Officers:	(N=54)	(N=266)	(N=159)	(N=89)	(N=568) ^a
Not high school graduate	7	3	5	9	5
High school graduate	13	9	9	20	11
Some college	60	58	46	31	51
College graduate	20	30	40	40	33
Total	100	100	100	100	100
Enlisted Men:	(N=472)	(N=708)	(N=288)	(N=146)	(N=1617)
Not high school graduate	37	30	33	30	33
High school graduate	47	51	53	47	50
Some college	15	18	13	19	16
College graduate	1	1	1	4	1
Total	100	100	100	100	100

^aExcludes (3) no answers.

TABLE 17
AGE AND EDUCATIONAL LEVEL (DOD SAMPLE)
(In Percentages)

Educational Level	Age			Total
	35-40	41-46	47-52	
Officers:	(N=40)	(N=554)	(N=340)	(N=934) ^a
Not high school graduate	3	2	3	2
High school graduate	23	21	16	19
Some College	67	56	45	53
College graduate	7	21	36	26
Total	100	100	100	100
Enlisted Men:	(N=489)	(N=1316)	(N=347)	(N=2152) ^b
Not high school graduate	25	18	23	20
High school graduate	55	59	56	58
Some college	19	22	20	21
College graduate	1	1	1	1
Total	100	100	100	100

^aExcludes (3) r answers.

^bExcludes (9) no answers.

2. Social, family and ethnic characteristics.--In terms of social background, the high proportion of men with farm backgrounds is striking, especially in the enlisted group (24 per cent) but also among officers (17 per cent). Although recruitment into the services from farm areas has been high traditionally--with military service an important avenue of geographic and occupational mobility for farm youths--it is somewhat surprising to find the pattern persisting in so recent a cohort. On the other hand, the "military family tradition" is not reflected in this cohort. The arbitrary limitations of the sample studied may have reduced the number of sons of military professionals below the proportion that would have been included had all retirements during the same year been surveyed. First, military academy graduates usually retire in the month of June--the anniversary date of their graduation and commissioning, and entrance into active duty. Sons of careerists may also be represented in greater proportions among those who do not retire until they are over 52 years of age. Most important, however, is that the great expansion of the armed forces required a great expansion of the recruitment base, so that intergenerational succession could contribute at most only a small proportion of the career cohort. As one would expect, officers come more often from higher class backgrounds (professional, managerial or proprietor fathers) than do enlisted men but, for both groups, the largest number have fathers in skilled and semiskilled occupations (Table 18).

Almost all of the sample--officers (98 per cent) and enlisted men (93 per cent)--were married at the time of the survey. On the other hand, the divorce rate is higher than that for the population as a whole. Officers apparently have more stable marriages and a significantly

larger number of dependents than enlisted men (Tables 19 and 20). For 79 per cent of the officers, but only 67 per cent of the enlisted men, the present marriage is the first one. One half of the officers (51 per cent) and 44 per cent of the enlisted men have three or four dependents, while 22 per cent of the officers and 19 per cent of the enlisted men have five or more dependents.

TABLE 18
FATHER'S OCCUPATION (BSSR SAMPLE)
(In Percentages)

Father's Occupation	Officers (N=571)	Enlisted Men (N=1614)	Total (N=2185)
Skilled worker	26	33	32
Proprietor or manager	17	7	9
Farmer	17	24	23
Professional	13	5	7
Semiskilled or unskilled worker	9	14	13
Sales worker	5	3	3
Service worker	4	5	5
Clerical worker	3	2	2
Military man	2	1	1
Other	1	-	—*
Don't know or no answer	3	6	5
Total	100	100	100

*Less than 1%.

TABLE 19

MARITAL STATUS (BSSR SAMPLE)
(In Percentages)

Marital Status	Officers (N=563)	Enlisted Men (N=1587)	Total (N=2150) ^a
First marriage	79	67	70
Married previously, widowed	2	2	2
Married previously, divorced	17	24	22
Never married	1	3	3
Divorced	1	3	3
Widowed	—*	1	—*
Total	100	100	100

*Less than 1%.

^aExcludes (35) no answers.

TABLE 20

NUMBER OF DEPENDENTS (BSSR SAMPLE)
(In Percentages)

Number of Dependents	Officers (N=562)	Enlisted Men (N=1556)	Total (N=2118)
None	1	4	3
1-2	26	33	31
3-4	51	44	46
5-6	19	15	16
7 or more	3	4	4
Total	100	100	100

The racial-religious composition of the 1964 retirees in the BSSR sample is similar to the post-World War II career service group as a whole. The officer sample is predominantly white: 9 per cent of the officers and 16 per cent of the enlisted men left the question on race and religion blank; of those who answered, 1 per cent of the officers and 6 per cent of the enlisted men were Negro.⁹ Members of ethnic minorities other than Negroes (American Indians, Spanish Americans, Orientals) are insignificant in number among officers and account for only 2 per cent of the enlisted group (Table 21).

TABLE 21
RACE AND RELIGION (BSSR SAMPLE)
(In Percentages)

Race and Religion	Officers (N=519)	Enlisted Men (N=1450)	Total (N=1969)
White Protestant	67	54	57
Catholic	21	21	21
Orthodox	_*	_*	_*
Jewish	2	1	1
Negro	1	6	4
Oriental	-	_*	_*
Spanish-American	_*	1	1
American Indian	_*	1	1
No answer ^a	9	16	15
Total	100	100	100

*Less than 1%.

^aExcludes retirees who did not answer questions in the last two (red and blue) sections of the preretirement questionnaire.

⁹Survey research experience suggests that minority members--especially Negroes--more often refuse to answer questions on race and religion than members of the majority groups.

3. Income.--One of the key elements in the retiring serviceman's stance vis-à-vis the employment market is his total income situation; in particular, the size of his retirement check in relation to future needs. As one might anticipate, the officers have a considerable advantage over enlisted personnel in this respect but, given their rather large dependent families, retirement income alone is clearly inadequate for the great majority. Table 22 shows the monthly retirement pay for the BSSR sample. Thirty-five per cent of the officers received more than \$500 a month; another 41 per cent received between \$400 and \$500 a month. On the other hand, only 29 per cent of the enlisted men had retirement pay of more than \$200 a month, while another 56 per cent received between \$150 and \$200. The medians were \$471 for officers and \$181 for enlisted personnel.

Enlisted men more often retired with certain financial advantages, however. They more often had working wives (28 per cent of them, compared with about 10 per cent of the officer wives, had had full or part-time jobs most of the time during the last five years), and, during active duty, they were more likely to have supplemented their service pay by earnings from part-time jobs ("moonlighting"). About one fourth of the enlisted men, but almost none of the officers, had held part-time jobs "regularly" or "quite often."

As to home ownership, the situation of officers and enlisted men is similar: close to 40 per cent of both groups are homeowners, although the percentage is somewhat higher for the officer group.

TABLE 22

MONTHLY MILITARY RETIREMENT INCOME (BSSR SAMPLE)
(In Percentages)

Monthly Income	Officers (N=571)
Less than \$300	5
\$300-399	19
\$400-499	41
\$500-599	22
\$600-699	5
More than \$700	8
Total	100
Median	\$471

	Enlisted Men (N=1614)
Less than \$150	15
\$150-199	56
\$200-249	20
More than \$250	9
Total	100
Median	\$181

The relationship between the active duty basic pay received by these men in their last assignment and their retirement pay is one indicator of the magnitude of the need for income from a second career. The basic median pay at the median grade for officers (O-5) was about \$900 versus \$471 retirement pay; for enlisted men (E-7) it was \$380 military pay versus \$181 retirement pay. But, allowing for the greater likelihood of a second income (through "moonlighting" or wife's earnings) in the enlisted group, one might infer that the subjective need for a civilian job may be at least as strong among officers as among enlisted men.

B. Preparation for Retirement and for Employment

Retirement is a very important factor in the life plans of men who elect military careers. While the prospect of early retirement is not the strongest inducement when young men are urged to enlist for the first time, it becomes increasingly important in each successive reenlistment.

In the BSSR study, it was found that the decision to stay in the service until retirement was usually reached fairly late in the military career of the cohort. Sixty-nine per cent of the officers and 77 per cent of the enlisted men said they decided to do so after they had been in the service for more than four years; in fact, 29 per cent of the officers and 36 per cent of the enlisted men did not decide this until after the ninth year of service (Table 23).

One might speculate that the notion of the second career is perhaps more of an afterthought which takes concrete shape when the soon-to-be retiree realizes that a life of fishing or boating alone is incompatible with his family obligations, his life style and his need for meaningful activity.

TABLE 23

JOB STATUS AND TIME OF DECISION TO STAY UNTIL RETIREMENT^a (BSSR SAMPLE)
(In Percentages)

Time of Decision	Job Status			Total
	Job Holders	Job Seekers	Others	
Officers:	(N=404)	(N=93)	(N=74)	(N=571)
At time of, or before first enlistment	8	8	5	7
During first 4 years of active duty	23	24	32	24
Between 5th and 8th year of active duty	38	44	36	39
Between 9th and 12th year of active duty	17	13	14	16
Between 13th and 17th year of active duty	10	9	12	10
After 18 or more years of active duty	3	2	1	3
No answer	1	-	-	1
Total	100	100	100	100
Enlisted Men:	(N=223)	(N=334)	(N=57)	(N=1614)
At time of, or before first enlistment	6	6	4	6
During first 4 years of active duty	17	16	16	17
Between 5th and 8th year of active duty	40	38	40	39
Between 9th and 12th year of active duty	24	22	26	24
Between 13th and 17th year of active duty	9	10	9	9
After 18 or more years of active duty	3	5	4	3
No answer	1	3	1	2
Total	100	100	100	100

^aAt what point in your military career did you definitely decide to stay until retirement?

1. At time of, or before, first enlistment.
2. During first four years of active duty.
3. Sometime between fifth and eighth year of active duty.
4. Sometime between ninth and twelfth year of active duty.
5. Sometime between thirteenth and seventeenth year of active duty.
6. After eighteen or more years of active duty.

It is clear that for only a very small proportion of all professional military men is the military occupation more than the first step of what must be a two-stage career. But this, as yet, is not reflected in the behavior of most military personnel. Possibly, features of military life, which developed during the period when regulars looked forward to a lifetime of military service, or at least a minimum of 30 years, and were relatively unconcerned about postretirement employment, continue to shape the outlook of military personnel even when this lack of concern is no longer realistic for the individual. There has been in the past some resistance to changing these tendencies in the interest of early second-career planning,¹⁰ and it is only recently that any measures have been taken to promote explicit attention to post-military employment even as early as the terminal year of active duty. Quite possibly, the resistance was well placed. Undivided attention and commitment to the military are certainly advantageous to the institution. Such considerations, however, have to be balanced against the ill-effects the institution would suffer in recruitment and retention if large numbers of retirees experienced serious difficulty in achieving satisfactory employment. Under such circumstances, feedback from the retired to the active duty ranks might well cause a degree of concern not now manifest.

In this respect, as in others, the coincidence of the first large retirement cohorts with a generally buoyant economic period, and continued high levels of defense activity have been important determinants in the behavior and attitudes of the retirees.

The data from the BSSR survey suggest that until shortly before the actual retirement date, the career plans are second-order rather than

¹⁰Albert D. Biderman, "Sequels to a Military Career," The New Military, ed. Morris Janowitz (New York: Russell Sage Foundation, 1964), pp. 287-336.

first-order concerns, especially for enlisted men, but also for officers, even if the latter are perhaps slightly more "second-career" oriented. The BSSR survey contained several questions on this subject, particularly those dealing with the choice of military assignments which might be of help in a second career, and the timing of retirement decisions.

1. Preparation for civilian employment through selected military tasks.--All respondents were asked whether they sought assignments during their military career which would give them valuable experience for jobs after the service. Prior to their last active duty assignment, only 18 per cent of the officers and 16 per cent of the men had done so (Table 24). To a great extent, this was because about half of these men had had little influence upon their assignments, but over half of those who did have a choice indicated that postretirement considerations did not affect their rating of assignments.

By the time they were close to retirement, the picture changed somewhat, but specifically career-related considerations continued to guide only a minority of the soon to be retired. Forty-five per cent of the officers had had some choice in their final military assignment (Table 25). Fifty-seven per cent of these men said postretirement considerations played a part in their final choice (Table 26). Forty-one per cent had selected assignments in the areas in which they wished to retire, but only a little over 10 per cent chose assignments that would provide valuable experience or would be convenient for making job contacts. Fewer enlisted men (39 per cent) had had a choice in their final assignment. Of those who did, 53 per cent said postretirement considerations entered into their choice--29 per cent selected a final assignment in the area in which they wished to live; 14 per cent chose an assignment in

order to make job contacts, and 13 per cent chose assignments which provided valuable experience. These data suggest that officers have stronger geographic preferences than enlisted men with respect to post-retirement residence--a finding confirmed by other data in this report.

TABLE 24
ASSIGNMENTS SOUGHT AS VALUABLE EXPERIENCE
FOR JOBS AFTER RETIREMENT^a (BSSR SAMPLE)
(In Percentages)

Assignments Sought	Officers (N=571)	Enlisted Men (N=1614)	Total (N=2185)
Never had choice of assignments	49	62	59
Did not consider postretirement in rating assignments	31	19	22
Had assignments for educational or technical training	7	6	6
Had operational non-training assignments	2	2	2
Had both operational and training assignments	9	8	9
No answer	2	3	2
Total	100	100	100

^aPrior to your last assignment, did you have any assignments that you had sought because they might give you valuable experience for jobs after you left the service?

1. No, never had much choice about assignments.
2. No, I did not consider postretirement in rating assignments.
3. Yes, had assignments for education or technical training.
4. Yes, had operational, nontraining assignment (s).
5. Yes, had both training and operational assignments.

TABLE 25

CHOICE IN FINAL ASSIGNMENT^a (BSSR SAMPLE)
(In Percentages)

Choice in Final Assignment	Officers (N=571)	Enlisted Men (N=1614)	Total (N=2185)
No choice	54	58	57
Limited choice	26	22	23
Had choice among several	19	17	18
No answer	1	3	2
Total	100	100	100

^aDid you have any choice in the matter of your final assignment?

1. No
2. Yes, but very limited
3. Yes, final assignment was the choice, or one of my choices from a large number of possibilities.

TABLE 26

POSTRETIREMENT CONSIDERATIONS IN CHOICE
OF FINAL ASSIGNMENT^a (BSSR SAMPLE)
(In Percentages)

Consideration	Officers (N=258)	Enlisted Men (N=632)	Total (N=890)
None	43	47	45
Chose assignment in area in which intended to live after retirement	41	29	33
Chose assignment where could pursue education	4	4	4
Chose assignment which would provide valuable experience	12	13	13
Chose assignment convenient for making job contacts	11	14	13
Total ^b	111	107	108

^aDid postretirement considerations enter into your choosing your final assignment? (Answered by respondents who reported having a choice in final assignment).

1. No
2. Yes, picked assignment in geographic area in which I intend to live after retirement.
3. Yes, picked assignment where I could pursue education.
4. Yes, picked assignment which would provide valuable experience.
5. Yes, desired assignment which was convenient for making job contacts.

^bPercentages add to more than 100 because of multiple choice.

2. Timing and reasons for retirement.--The overwhelming majority (94 per cent) of the enlisted men and about two thirds of the officers classified themselves as voluntary retirees in May 1964. Twenty-two per cent of the officers, however, were reservists, being forced to retire after 20 years of active duty. An additional 6 per cent of the officers had to retire because they had been passed over for promotion and another 6 per cent had reached the mandatory age for retirement in a given grade (Table 27).

TABLE 27
VOLUNTARY OR MANDATORY RETIREMENT^a (BSSR SAMPLE)
(In Percentages)

Retirement	Officers (N=571)	Enlisted Men (N=1614)	Total (N=2185)
Voluntary	65	94	87
Reserve	22	1	6
Not promoted	6	1	2
Mandatory age	6	1	3
Could not re-enlist	—*	1	—*
No answer	1	2	2
Total	100	100	100

* Less than 1%.

^a Are you retiring voluntarily, or on a mandatory basis?

1. I could have continued on active duty, but chose to retire voluntarily.*
2. I could have continued on active duty, but felt that I would probably be forced to retire before too long.**
3. I am a reservist being involuntarily released from active duty.
4. I am retiring on a mandatory basis for failure of selection for promotion.
5. I have reached the mandatory retirement age.
6. I was not accepted for reenlistment.

**Answers to these two questions were combined into the single category "voluntary" above.

Among the voluntary retirees, about one half of the group had selected their specific retirement date at least six months before the actual date of retirement (May 31, 1964). (See Table 28.)

TABLE 28

SELECTION DATE OF RETIREMENT BY VOLUNTARY RETIREES^a (BSSR SAMPLE)
(In Percentages)

Date before Retirement	Voluntary Retirees		Total ^b (N=1896)
	Officers (N=376)	Enlisted Men (N=1520)	
Less than 3 months	10	12	12
3-6 months	40	40	40
6-9 months	20	19	19
9-12 months	12	13	13
1-2 years	8	7	7
More than 2 years	10	9	9
Total	100	100	100

^aWhen did you set a date for your retirement?

^bVoluntary retirees only

When asked their reasons for selecting early retirement, more than two out of three of the voluntary retirees chose the answer: "It is better to make the transition to civilian life earlier than later." Forty-six per cent selected the statement: "I saw no opportunity for further advancement or promotion in the service." This answer, particularly in the case of officers, may have expressed the fear of mandatory retirement in the near future. Other answers, indicating dissatisfaction

with the military career or conditions of service, were selected by a much smaller number. Few men claimed that they retired because of inadequate service income (enlisted men gave this reason more often than officers). The number who retired because they had located a specific civilian job was also small (here the proportion was higher for officers than for enlisted men). (See Table 29.)

TABLE 29
REASONS FOR VOLUNTARY RETIREMENT (BSSR SAMPLE)
(In Percentages)

Reasons	Officers (N=391)	Enlisted Men (N=1527)	Total (N=1918)
I think it is better to make transition to a civilian career earlier than later	69	64	64
I saw no opportunity for further advancement or promotion in the service.	50	46	46
I think opportunities for me are generally greater in civilian life than in continued military service.	30	29	33
I was dissatisfied with my job or working conditions in the service	28	31	30
Too much uncertainty concerning promotion, retention or benefits	25	34	28
I wished to avoid family separations	21	26	24
There is a specific job in civilian life that I wish to take on	17	9	16
Personal problems that could not be handled in the service	10	7	10
My service income was inadequate for my needs	10	16	8
Other specific reasons	6	3	3
Total ^a	266	265	262

^aPer cents add to more than 100 because of multiple answers.

3. Planning for retirement and employment.--The questionnaire items on "retirement planning" dealt essentially with residential and employment decisions. These decisions can be made more or less deliberately. Specific plans for the retirement period were formulated a year or more before retirement by only 45 per cent of the officers. Furthermore, 28 per cent of this group said they still had not made definite plans at the time they answered the preretirement questionnaire--only one to eight weeks before their actual retirement date. Even fewer men had planned ahead--only 34 per cent checked "more than a year ago" and 39 per cent were still without plans in the weeks preceding retirement (Table 30). This greater planning propensity by officers is not due to their having had better opportunities for choosing retirement-related assignments. As Tables 25 and 26 show, there was little difference between the proportion of officers and enlisted men who had had a choice in their assignments.

The officers' more systematic approach to planning is also apparent in their greater utilization of services provided by the armed forces to personnel about to retire. One might hypothesize that the officers would be better able to take advantage of such services, but the data suggest that both officers and enlisted men found these only mildly helpful. Forty-six per cent of the officers and 41 per cent of the enlisted men thought the military was not providing enough counseling and information services to try to help men about to make the transition from a military to a civilian career (Table 31). One third of the officers and 44 per cent of the men really did not know how much the military was doing to help men make this transition. It is important to remember

TABLE 30
TIME FIRST MADE SPECIFIC PLANS FOR RETIREMENT^a (BSSR SAMPLE)
(In Percentages)

Time Made Plans	Officers (N=571)	Enlisted Men (N=1614)	Total (N=2185)
Have not made any definite plans	28	39	37
3 months ago or less	7	9	8
6-7 months ago	14	13	14
8-10 months ago	5	4	4
1 year ago	12	10	10
2 years ago	9	7	7
3-4 years ago	10	6	7
5 years ago or more	9	5	6
Have always been planning it	5	6	5
No answer	1	1	2
Total	100	100	100

^aWhen did you first begin to make specific plans about what to do after retirement?

TABLE 31
EFFECTIVENESS OF MILITARY SERVICES IN TRANSITION
TO CIVILIAN EMPLOYMENT^a (BSSR SAMPLE)
(In Percentages)

Effectiveness	Officers (N=571)	Enlisted Men (N=1614)	Total (N=2185)
Service doing enough	21	15	17
Service should do more	20	16	17
Service should do much more	26	25	25
Don't know	32	41	39
No answer	1	3	2
Total	100	100	100

^aDo you think the military services are doing enough in the way of counseling and information services in trying to help men who are about to retire, make the transition to employment in civilian life?

1. Service is doing enough.
2. Service should do more.
3. Service should do much more.
4. I do not know how much the service is doing.

that these data were collected in 1964; since that time, their services to men about to retire have been expanded and the U. S. Employment Service has initiated preretirement counseling at major military centers.

The most plausible explanation for the officers' greater interest in planning is to be found in their life style. The officers are better educated, have higher incomes, larger families, and middle-class behavior norms. All in all, they have a life style which calls for a more systematic approach to such matters as moving, housing, and children's education. And while the majority of enlisted men are also committed to a life style which relies on long-term planning, at the

same time there is a fairly sizeable group of unattached or childless men in this group whose presence probably accounts for the over-all differences in planning behavior between officers and enlisted men.

4. Selection of a retirement residence: the crucial act in retirement planning.--Much has been made in the popular literature of the retirees' propensity to congregate in "congenial" residential areas--in pleasant climates, amidst fellow ex-service men, near good fishing grounds. There is no question, from our data as well as from data collected by others, that retired military personnel live in large numbers in selected areas of the country. California, Florida, and Texas, in that order, are the most popular retirement states for both officers and enlisted men. The Washington, D. C. metropolitan area, Maryland, and Virginia are next in popularity. These areas are characterized by mild climate, large numbers of military bases with their attendant medical and recreational facilities, and substantial numbers of previously retired military careerists. But, they are also well above the national average in terms of population increase and economic growth. In the BSSR sample, 60 per cent of the retirees settled in either the South Atlantic, Pacific Coast or West South Central Census regions (Table 32). In the DOD sample, the corresponding proportion for the same three census regions is 63 per cent (Table 33).

The great majority of retirees live in metropolitan areas. Thirty-one per cent live in metropolitan areas with populations of over one million; 38 per cent, in areas with populations between 50,000 and 1,000,000 (Table 34). Thirty-three per cent of the enlisted men but only 24 per cent of the officers live in communities with fewer than 50,000 inhabitants.

TABLE 32

RETIREMENT RESIDENCE OF OFFICERS AND ENLISTED
MEN BY CENSUS REGIONS (BSSR SAMPLE)
(In Percentages)

Census Region	Officers (N=562)	Enlisted Men (N=1574)	Total (N=2136 ^a)
New England	3	5	4
Middle Atlantic	5	9	8
East North Central	6	10	9
West North Central	4	5	5
South Atlantic	27	22	24
East South Central	5	7	6
West South Central	14	12	13
Mountain	8	8	8
Pacific	28	22	23
Total	100	100	100

^aExcludes (49) no answers.

TABLE 33

RETIREMENT RESIDENCE OF OFFICERS AND ENLISTED
MEN BY CENSUS REGIONS (DOD SAMPLE)
(In Percentages)

Census Region	Officers (N=937)	Enlisted Men (N=2161)	Total (N=3098)
New England	4	5	5
Middle Atlantic	9	9	9
East North Central	7	7	7
West North Central	5	4	4
South Atlantic	26	23	25
East South Central	5	6	6
West South Central	11	13	12
Mountain	8	6	6
Pacific	25	27	26
Total	100	100	100

TABLE 34

RETIREMENT RESIDENCE OF OFFICERS AND ENLISTED MEN
BY SIZE OF COMMUNITY (BSSR SAMPLE)
(In Percentages)

Size of Community	Officers (N=562)	Enlisted Men (N=1574)	Total (N=2136 ^a)
Large metropolitan area (1,000,000)	35	30	31
Metropolitan area (50,000-999,999)	41	37	38
Small city (5,000-49,999)	17	18	18
Small town and rural area (under 5,000)	7	15	13
Total	100	100	100

^aExcludes (49) no answers.

While it is obvious that military retirees are selective as to choice of retirement areas, the dominant reason for their concentration appears to be a tendency to remain in the area where they lived during service, and where they may feel that their chances are good for civilian employment (including government-related employment which--as will be shown--looms large in their plans). Very important, also, is the availability of medical and other on-base facilities which to them, in effect, represent a supplementation of retirement income.

In the respondents' answers, the most important factor governing the choice of retirement residence was the availability of jobs. The next most important factor was the availability of nearby military facilities. In the DOD sample, 58 per cent of the officers and 54 per cent of the enlisted men selected their retirement residences in order to

make use of the various military facilities. Tables 35 and 36 show no major differences among the various branches of the service or among the different pay grades. Among the warrant officers and enlisted men, there is a tendency for men in the upper grades, rather than in the lower grades, to select their place of retirement in order to use the various military facilities--64 per cent of the W-4's versus 56 per cent of the W-2's, and 62 per cent of the E-9's versus 43 per cent of the E-5's.

TABLE 35
BRANCH OF SERVICE AND RESIDENCE SELECTED IN ORDER
TO MAKE USE OF MILITARY FACILITIES^a (DOD SAMPLE)
(In Percentages)

Selection	Branch of Service				Total
	Army	Navy	Marine Corps	Air Force	
Officers:	(N=426)	(N=178)	(N=48)	(N=215)	(N=867) ^b
Yes	60	58	50	54	58
No	40	42	50	46	42
Total	100	100	100	100	100
Enlisted Men:	(N=475)	(N=850)	(N=109)	(N=506)	(N=1940) ^c
Yes	54	54	52	54	54
No	46	46	48	46	46
Total	100	100	100	100	100

^aDid you select your present place of residence because of a military installation or base (medical, post exchange, commissary, etc.)?

^bExcludes (70) no answers.

^cExcludes (220) no answers.

TABLE 36

RANK AND RESIDENCE SELECTED IN ORDER TO MAKE USE
OF MILITARY FACILITIES^a (DOD SAMPLE)
(In Percentages)

Rank	Total N %		Selection	
			Yes %	No %
Commissioned	722	100	57	43
O-6	79	100	52	48
O-5	304	100	60	40
O-4	275	100	57	43
O-3	64	100	55	45
Warrant	137	100	60	40
W-4	39	100	64	36
W-3	55	100	60	40
W-2	43	100	56	44
Enlisted	1917	100	54	46
E-9	78	100	62	38
E-8	165	100	58	42
E-7	1063	100	57	43
E-6	454	100	48	52
E-5	157	100	43	57
Total	2776 ^b	100	55	45

^aDid you select your present place of residence because you could use the facilities of a military installation or base (medical, post exchange, commissary, etc.)?

^bExcludes (322) no answers.

Younger officers were not as likely as older officers to be influenced by the use of military facilities--46 per cent of the younger officers versus 59 per cent of the older officers gave this answer (Table 37).

TABLE 37
AGE AND RESIDENCE SELECTED IN ORDER TO MAKE USE
OF MILITARY FACILITIES^a (DOD SAMPLE)
(In Percentages)

Selection	Age			Total
	35-40	41-46	47-52	
Officers:	(N=39)	(N=512)	(N=316)	(N=867) ^b
Yes	46	58	59	58
No	54	42	41	42
Total	100	100	100	100
Enlisted Men:	(N=435)	(N=1188)	(N=317)	(N=1940) ^c
Yes	53	56	49	54
No	47	44	51	46
Total	100	100	100	100

^aDid you select your present place of residence because you could use the facilities of a military installation or base (medical, post exchange, commissary, etc.)?

^bExcludes (70) no answers.

^cExcludes (221) no answers.

Better educated officers were also less likely to be influenced by the availability of military facilities--unlike the better educated enlisted men (Table 38).

TABLE 38
EDUCATION LEVEL AND RESIDENCE SELECTED IN ORDER TO MAKE USE
OF MILITARY FACILITIES^a (DOD SAMPLE)
(In Percentages)

Selection	Educational Level				Total
	Not High School Graduate	High School Graduate	Some College	College Graduate	
Officers:	(N=20)	(N=169)	(N=498)	(N=250)	(N=937)
Yes	65	62	60	53	58
No	35	38	40	47	42
Total	100	100	100	100	100
Enlisted Men:	(N=408)	(N=1164)	(N=431)	(N=21)	(N=2024) ^b
Yes	47	56	57	48	54
No	53	44	43	52	46
Total	100	100	100	100	100

^aDid you select your present place of residence because you could use the facilities of a military installation or base (medical, post exchange, commissary, etc.)?

^bExcludes (137) no answers.

These findings suggest that the appeal of continued availability of military facilities is strongest for the "middle level"--the best-educated officers foreseeing an easier transition and integration into civilian life, and the least-educated enlisted men being more alienated from the military establishment and, in general, less purposeful in their planning efforts.

If one assumes that employment is central to the long-term satisfactory adjustment of retired military personnel (of high validity in the total context of our findings), it would probably be desirable to de-emphasize use of military facilities as a retirement benefit in order to increase the retirees' geographic flexibility. The DOD data suggest that men who tend to stress the importance of these facilities in their postretirement lives experience greater employment problems. This is especially true in the case of officers. Table 39 shows the employment status of men in the DOD sample and the proportion in each category who were influenced by the use of military facilities in the selection of a retirement home. Officers who were employed full time or who were full-time students were influenced to a considerably lesser degree than the other groups.

Willingness to make a physical move from their last military residence to a new place for the sake of employment was expressed by over 80 per cent of the officers and enlisted men who had not located a job shortly before retirement but who saw themselves as active job seekers. But, willingness to move did not imply willingness to move anywhere. Close to half (44 per cent) of the job seekers had definite preferences; 21 per cent preferred the West Coast and 14 per cent, the South Central States (which includes Texas) (Table 40). Evaluating these answers

TABLE 39

EMPLOYMENT STATUS AND RESIDENCE SELECTED IN ORDER TO MAKE USE
OF MILITARY FACILITIES^a(DOD SAMPLE)
(In Percentages)

Employment Status	Total		Selection	
	N	%	Yes	No
Officers				
Full-time employed	695	100	57	43
Part-time employed	45	100	62	38
Actively seeking employment	65	100	65	35
Will look for employment	23	100	60	40
Given up on job chances	6	100	83	17
Retired by choice	27	100	63	37
Disabled	15	100	73	27
Full-time student	56	100	55	45
Total	932 ^b	100	58	42
Enlisted Men				
Full-time employed	1638	100	55	45
Part-time employed	80	100	51	49
Actively seeking employment	147	100	52	48
Will look for employment	29	100	31	69
Gave up on job chances	16	100	44	56
Retired by choice	17	100	53	47
Disabled	38	100	58	42
Full-time student	51	100	59	41
Total	2016 ^c	100	54	46

^aDid you select your present place of residence because you could use the facilities of a military installation or base (medical, post exchange, commissary, etc.)?

^bExcludes (5) no answers.

^cExcludes (145) no answers.

TABLE 40

WILLINGNESS OF PRERETIREMENT JOB SEEKERS TO MOVE
TO ACCEPT A GOOD JOB (BSSR SAMPLE)
(In Percentages)

Willingness to Move	Job Seekers		Total (N=1491)
	Officers (N=310)	Enlisted Men (N=1181)	
Yes	83	80	81
No	17	20	19
Total	100	100	100

WILLINGNESS TO MOVE WHERE? (PROPORTION OF JOB SEEKERS
INDICATING A WILLINGNESS TO MOVE)
(In Percentages)^a

	(N=255)	(N=944)	(N=1199)
Overseas	41	35	36
Anywhere Continental U. S.	19	29	27
Most places in U. S.	51	43	44
Only in certain areas of U. S.			
Northeast	2	3	3
North Central	15	12	12
South Atlantic	11	4	6
South Central	18	13	14
Mountain	15	11	12
Pacific Coast	19	22	21
Unspecified	7	6	6

^aPercentages add to more than 100 per cent because of multiple answers. Many of the persons who checked "overseas" also checked one of the U. S. categories. Among the respondents who checked "certain areas of the U. S.," quite a few checked more than one.

In the context of other survey findings (for example, the previously mentioned high rate of home ownership), one can surmise that expressed willingness to move overstates the likelihood of actual mobility. Some form of unwillingness to move (or attachment to a given geographic area) is undoubtedly a serious impediment to satisfactory employment in a second career.

5. Psychological readiness for civilian employment.--One of the popular beliefs regarding the ease or difficulty of integrating retired military personnel into civilian job settings deals with their "military commitment" or "military identification." Data from the surveys discussed here have been used to present the thesis of a growing convergence between military and civilian occupational structures, and to support the view that the two systems tended to be increasingly similar in the demands made of personnel and the occupational qualities and attributes conducive to successful integration into either system.¹¹

From several of the questions asked in the preretirement questionnaire about reasons for entering the service and remaining 20 years or longer, we obtained a measure of "military identification" (which, later in this report, is related to civilian occupational adjustment).

It is sufficient here to point out that the survey yielded few clear-cut indicators of "very high levels of military identification." For example, in response to a question about the three most important reasons that led to the decision to make a career in the military,

¹¹See Albert D. Biderman and Laure M. Sharp, "The Convergence of Military and Civilian Occupational Structures: Evidence from Studies of Military Retired Employment," a paper read at the Sixtieth Annual Meeting of the American Sociological Association, 1965.

opportunity to be of service to the country was selected by the largest proportion (47 per cent of the officers and 58 per cent of the enlisted men). Next, opportunities to exercise leadership and responsibility was mentioned by 44 per cent of the officers and 24 per cent of the enlisted men. "Financial security" was selected by 40 per cent of the enlisted men and 32 per cent of the officers (Table 41). Only 15 per cent of the officers and 12 per cent of the enlisted men said that they felt they were "naturally cut out for service life." And, only 13 per cent of the officers selected the reason "attracted to a military career since childhood."

Another indicator of military identification is the kind of advice the men in our sample might give a son about to embark on a career. The responses of officers and enlisted men were very similar: only about one third of the group would advise a son to seek a career in the military, while a little over one quarter would advise against it; the remaining 40 per cent made no recommendations (Table 42).

Finally, in the DOD sample, 58 per cent of the officers and 60 per cent of the enlisted men said that one of the important reasons influencing their decision to remain in the military service on a career basis was the provision of medical care after retirement, for themselves and their dependents, at a military medical facility (Table 43). Among those who selected their retirement residence in order to use the various military facilities, 72 per cent of the officers and 76 per cent of the enlisted men said "medical care after retirement" had been a key consideration in making a career in the armed services (Table 44).

TABLE 41

IMPORTANT REASONS FOR SELECTING MILITARY CAREER^a (BSSR SAMPLE)
(In Percentages)

Reasons	Officers (N=510)	Enlisted Men (N=1363)	Total (N=1873)
Opportunity to be of service to my country	47	58	55
Opportunities to exercise leadership and responsibility	44	24	30
Financial security	32	40	38
Liked flying or sea duty	30	-	8
Chances for travel, adventure	29	36	34
First volunteered, drafted during World War II	24	27	26
Opportunity for education and training in the service	19	20	20
Fellowship among service people	17	19	18
Feel I was naturally cut out for service life	15	12	13
Attracted to a military career since childhood	13	-	4
Wife enjoyed service life	10	-	3
Doing something to fight communism	-	17	13
Total ^b	280	253	262

^aProportion of respondents mentioning reason as one of the three most important reasons for them in leading to a career in the armed forces.

^bPer cents add to more than 100 per cent because of multiple choice of reasons.

TABLE 42

WOULD YOU ADVISE YOUR SON TO SEEK A CAREER
IN MILITARY SERVICE? (BSSR SAMPLE)
(In Percentages)

Advice	Officers (N=571)	Enlisted Men (N=1614)	Total (N=2185)
Definitely would	12	16	15
Probably would	21	16	17
No recommendation	40	38	39
Probably advise against	16	14	14
Definitely advise against	10	14	13
No answer	1	2	2
Total	100	100	100

TABLE 43

MEDICAL CARE AS A CONSIDERATION IN CHOICE
OF MILITARY CAREER^a (DOD SAMPLE)
(In Percentages)

Consider Medical Care?	Officers (N=937)	Enlisted Men (N=2161)	Total (N=3098)
No	14	19	18
No--taken for granted	18	10	12
Yes--but not to remain	10	11	11
Yes--and reason to remain	58	60	59
Total	100	100	100

^aWas medical care after retirement a consideration in choice
of military career?

TABLE 44

MEDICAL CARE AS A FACTOR IN ATTRACTION TO A MILITARY CAREER,^a
 BY RETIREMENT RESIDENCE SELECTION FOR USE
 OF VARIOUS MILITARY FACILITIES^b
 (DOD SAMPLE)
 (In Percentages)

Consider Medical Care?	Residence Selected for Use of Military Facilities		Total
	Yes	No	
Officers:	(N=545)	(N=390)	(N=935) ^c
No	7	22	13
No, taken for granted	14	22	18
Yes, but not factor to remain in military	7	13	10
Yes, one of factors to remain and make military career	72	43	59
Total	100	100	100
Enlisted Men:	(N=1092)	(N=914)	(N=2006) ^d
No	7	31	18
No, taken for granted	8	11	9
Yes, but not factor to remain in military	9	14	11
Yes, one of factors to remain and make military career	76	44	62
Total	100	100	100

^aWas medical care after retirement a factor in your attraction to a military career?

^bWas retirement residence selected so one could use various military facilities?

^cExcludes (12) no answers.

^dExcludes (155) no answers.

While one should not make too much of this answer, given in the context of a questionnaire dealing with military medical facilities, it is, nevertheless, an indicator that nonideological components play a major part in the decisions of men who choose to make a career in the service.

The scattered indicators obtained in these surveys negate the belief that strong identification with the military establishment might create serious problems for the bulk of the retiree in adjusting to a civilian work environment.

C. The Job-Seeking Process

1. Timing.--The earlier a potential retiree starts making systematic attempts to locate a postretirement job, the sooner he will find one. Few men had begun systematic job hunting more than a few months prior to retirement. Among the May 1964 retirees, 25 per cent of the officers and 15 per cent of the enlisted men had located jobs prior to their retirement. Of these "early job holders" (as they are called in the tables which follow), 22 per cent had started systematic job-seeking efforts at least a year before retirement (Table 45). Another 57 per cent of the officers and 47 per cent of the enlisted men who had jobs when they retired had started active job hunting from 4 to 12 months before retirement.

The majority of the May 1964 retirees--75 per cent of the officers and 85 per cent of the enlisted men--had not located civilian jobs prior to retirement. (In the tables which follow they are called "job seekers.") Most of the "job seekers" had delayed beginning to look for employment until their retirement was at hand. Only 2 per cent of this group had made any systematic job-seeking attempts a year or more before retirement. More than half of these officers and two thirds of

TABLE 45

FIRST SYSTEMATIC ATTEMPT OF EARLY (PRERETIREMENT) JOB HOLDERS
TO LOCATE A JOB (BSSR SAMPLE)
(In Percentages)

Attempt to Locate Job	Job Holders		Total (N=376)
	Officers (N=145)	Enlisted Men (N=231)	
Less than 2 months prior to retirement	3	8	6
2-4 months prior to retirement	15	20	18
4-6 months prior to retirement	27	24	25
6-12 months prior to retirement	30	23	26
1-2 years prior to retirement	16	9	11
More than 2 years prior to retirement	6	12	10
No answer	3	4	4
Total	100	100	100

the enlisted men had made no systematic attempt to find a job as late as two months before retirement. At time of retirement, 31 per cent of these officers and 43 per cent of the enlisted men still had not started to job hunt (Table 46). In addition to these differences between those who were placed before separation, there was some relation between beginning the search while still on active duty and finding work within a few months after retirement, as will be shown in the next section of this report.

TABLE 46

FIRST SYSTEMATIC EFFORTS OF PRERETIREMENT JOB SEEKERS TO LOCATE A JOB
PRIOR TO RETIREMENT^a (BSSR SAMPLE)
(In Percentages)

Systematic Effort	Job Seekers		Total (N=1491)
	Officers (N=310)	Enlisted Men (N=1181)	
No	31	43	40
During last 2 months	24	25	25
During last 4 months	25	21	22
During last 6 months	10	5	6
During last year	7	3	4
Started more than 1 year prior to retirement	2	2	2
No answer	1	1	1
Total	100	100	100

^aPrior to retirement, have you made any systematic efforts to locate a job?

1. No
2. Yes, I started during the last 2 months prior to retirement.
3. Yes, I started during the last 4 months prior to retirement.
4. Yes, I started during the last 6 months prior to retirement.
5. Yes, I started during the last year prior to retirement.
6. Yes, I started more than 1 year prior to retirement.

2. Use of counseling and information services.--The May 1964 retirees indicated that they had not made extensive use of professional counseling help in their search for postretirement employment.

Eighty-one per cent reported that they did not use any counseling help at all. Public employment services were used by 11 per cent for counseling, and private agencies by 2 per cent.¹² Only 3 per cent of the men received professional counseling help through the service from which they were separated (Table 47).

TABLE 47

PROFESSIONAL COUNSELING HELP FOR CIVILIAN EMPLOYMENT^a
AMONG OFFICERS AND ENLISTED MEN AFTER RETIREMENT
(BSSR SAMPLE)
(In Percentages)

Professional Counseling	Job Holders		Total (N=1599) ^b
	Officers (N=400)	Enlisted Men (N=1199)	
No	82	81	81
Through service from which separated	3	3	3
Through private counsel- ing service	3	1	2
Through State Employment service	8	12	11
Other	3	1	1
No answer	1	2	2
Total	100	100	100

^aIn making your plans for civilian employment, did you at any time receive professional counseling help?

1. No
2. Yes, through the service from which I was separated.
3. Yes, through a private counseling service.
4. Yes, through the State Employment Service
5. Yes, other.

^bExcludes (28) no answers.

¹²It is conceivable that because of the wording of the question, the actual amount of counseling received is understated. Some counseling may have taken place during job placement interviews, especially with the U. S. Employment Service, which the respondent merely perceived as part of the interviewing procedure. It should also be stressed that as a result of the introduction of new services, the proportion would undoubtedly be higher for a survey conducted at a later date.

Somewhat greater use of such services was reported in the DOD survey, which included some men who had been out of the service for more than two years prior to answering the questionnaire. Sixteen per cent of the officers and 13 per cent of the enlisted men in the DOD sample had received job counseling. Another 7 per cent and 9 per cent respectively had job testing and help in the preparation of résumés (Table 48).

The counseling received by the 1964 retirees usually was from a nonservice source. Few retirees felt the services were doing enough counseling: 43 per cent thought the armed forces should do more, and almost as many said they were uninformed about what their service was actually doing in this area. This suggests that communicating effectively to future retirees is as important as any service or programs that might be devised. The kinds of assistance that the retirees thought the military could provide were mainly of a general nature; more, earlier and better vocational counseling; information about types of jobs available and their geographic location. It should be stressed again that the retirees we studied did not have the advantage of the subsequently instituted Labor-DOD early counseling programs.

Retirees also feel a strong need for more knowledge concerning laws and regulations restricting the employment of retired service men. Over one half of the retirees felt they needed more knowledge; a third of the enlisted men regarded themselves as almost completely uninformed on such matters.

3. How jobs are sought and found.--In planning their search for jobs, prospective retirees--enlisted men, particularly--indicated that it would be very important to try a considerable variety of means.

TABLE 48

HELP FROM GOVERNMENT EMPLOYMENT AGENCY BY RANK (DOD SAMPLE)
(In Percentages)

Help from Government Employment Agency	Rank							Total
	0-6	0-5	0-4	0-3	W-4	W-3	W-2	
Officers:	(N=86)	(N=323)	(N=288)	(N=69)	(N=41)	(N=61)	(N=52)	(N=920) ^a
None	76	56	51	39	73	48	50	55
Yes, résumé preparation	5	12	7	9	2	8	6	8
Yes, job testing	5	6	10	9	2	5	6	7
Yes, counseling	9	17	18	22	5	16	15	16
Yes, referral	10	14	15	19	10	20	19	15
Yes, job placement	6	9	7	15	5	10	15	9
Yes, other	10	13	12	13	9	18	8	12
Total ^b	121	127	120	126	106	125	119	122

	Rank					
	E-9	E-8	E-7	E-6	E-5	
Enlisted Men:	(N=83)	(N=185)	(N=1158)	(N=493)	(N=177)	(N=2096) ^c
None	57	47	49	45	35	47
Yes, résumé preparation	1	6	10	12	16	10
Yes, job testing	4	7	8	12	12	9
Yes, counseling	10	16	13	14	13	13
Yes, referral	19	18	18	15	21	18
Yes, job placement	8	16	13	15	19	14
Yes, other	13	13	13	16	18	14
Total ^b	112	123	124	129	134	125

^aExcludes (17) no answers.

^bPer cents add to more than 100 because of multiple choices.

^cExcludes (65) no answers.

Using the public employment service, sending of résumés to likely employers, following newspaper ads, and using the placement registers of military organizations were the most frequent choices of the enlisted men. The U. S. (or state) Employment Service was by far the most popular among enlisted men about to retire. It was rated "very important" twice as often by enlisted men as by officers but it was, nonetheless, the officers' second most frequent choice (Table 49).

TABLE 49
IMPORTANCE OF VARIOUS JOB-SEEKING "TACTICS" OR AIDS^a(BSSR SAMPLE)
(In Percentages)

"Tactic"	Officers (N=427)	Enlisted Men (N=1492)	Total (N=1919)
United States Employment Service	30	60	53
Sending résumés to likely job prospects	39	31	33
Using placement registers of retired military organizations	12	27	24
Following newspaper ads	11	27	24
Private employment agencies	19	21	20
Nonservice friends and acquaintances	20	18	18
Military service now serving in	8	14	13
Service friends	11	9	10
Relatives	5	8	7
College university placement services	13	3	6
Total ^b	158	218	208

^aProportion thinking "tactics" is very important.

^bPer.cents add to more than 100 because more than one source was selected.

The institutional means of bringing jobs and applicants together that figure so importantly in these ratings were not the most common routes to the actual jobs accepted by job holders. Rather, jobs were found most often through personal contacts of various kinds. This was particularly true of men who had a job prior to retirement. In half the cases of early placement, the first contact with the job was either through on-the-job contacts the man had had while on duty, through a service friend, or through other friends and relatives. Of the three kinds of effective contacts, the latter was the most frequent. This was true of both officers and enlisted men--service contacts being somewhat more important for the latter. Of the other types of first contacts with employers that resulted in acceptable job offers before retirement, the most frequent involved applications made directly to a firm. About one third of the enlisted men and officers placed themselves in this way.

Those men who found jobs after retirement did so more frequently through direct application to firms than through personal acquaintances. These two types of leads continued to account for close to two thirds of the jobs, however. The U. S. (or state) Employment Service made a significant number of the placements of enlisted men (10 per cent), but only 4 per cent of the officers who reported themselves employed at the time of the 6-month follow-up said they had made contact with their jobs through this agency. Responses to ads led to the placement of 9 per cent of both the officer and enlisted job holders (Table 50).

TABLE 50

FIRST CONTACT WITH CURRENT JOB BY POSTRETIREMENT JOB HOLDERS
(BSSR SAMPLE)
(In Percentages)

First Contact	Job Holders		Total (N=1599) ^a
	Officers (N=400)	Enlisted Men (N=1199)	
Through on-the-job contacts while on active duty	12	10	11
Through a service friend	9	5	6
Through other friends or relatives	13	20	18
Answered advertisement	9	9	9
Through a professional employment agency	5	4	4
Through State Employment or USES	4	10	8
On own initiative, made application to firm	38	38	38
Other (including U. S. Civil Service Office)	10	4	6
Total	100	100	100

^aExcludes (28) no answers.

At least through the early postretirement period, the great majority of placements apparently are made through informal channels, rather than through the mediation of private or public employment agencies. The DOD data suggest, however, that the public employment service has become more extensively used by the retired population over time. Among the men in the DOD sample who had retired between 1960 and 1963, 45 per cent of the officers and 53 per cent of the enlisted

men had received some assistance from the state employment service. Officers most often reported counseling as the kind of help received, but job referrals and placements were also frequent. As many as 18 per cent of the enlisted men had sought jobs through the employment service and 14 per cent had actually been placed by it (Table 48).

The employment service is most helpful for men in the lower rank, both among officers and enlisted. There is also a slight variation with respect to military specialty: a relatively high proportion of ordnance officers--a specialty where skill transferability is relatively low--sought assistance from the employment service; similarly, among enlisted men, those with combat and service specialties were the heaviest users (Table 51).

4. Job preferences and long-run expectations.--

a) Levels of financial and occupational aspiration.--The overwhelming majority of the retirees--83 per cent--planned to enter the labor market immediately upon retirement; another 13 per cent planned to join the job hunt after a period of relaxation. No doubt because they expected to be gainfully employed shortly following separation, only 42 per cent of the officers and 25 per cent of the enlisted men anticipated a decline in their economic well-being in the first year after retirement (Table 52). At the same time, their initial salary expectations were modest: as shown in Table 53, the median salaries expected by officers and enlisted men were respectively \$6,260 and \$4,735. Obviously, many of the men felt that in conjunction with their retired pay and their use of military facilities, these relatively low salaries would not lead to a drop in their living standard. And, they were

TABLE 51

HELP FROM GOVERNMENT AGENCY BY MILITARY SPECIALTY (DOD SAMPLE)
(In Percentages)

Military Specialty	Total N %		Help							
			No	Yes, Resume ^b	Yes, job Testing ^c	Yes, Counseling ^d	Yes, Referrale	Yes, Placement ^f	Yes, Transmittal ^g	Yes, Other
Officers										
Personnel and administration	141	135	49	9	10	19	23	11	5	9
Medical	15	107	71	6	6	6	-	6	-	12
Aircraft	112	131	63	8	10	18	11	10	6	5
Line	156	120	55	9	8	13	16	10	3	6
Staff	128	124	54	9	5	16	16	11	5	8
Supply	107	133	50	9	9	22	18	11	7	7
Ordnance	54	115	46	5	8	14	17	8	3	14
Signal	71	121	61	8	7	13	9	8	4	11
Engineer	59	109	58	3	2	14	10	12	-	10
Finance	25	116	60	12	-	-	12	12	8	12
Research	42	135	48	5	7	26	24	5	14	7
Other	27	102	70	10	3	3	3	3	-	10
Total ^a	937	122	55	8	7	16	15	9	4	8
Enlisted Men										
Combat	176	137	41	11	14	19	19	14	6	13
Electronics	247	123	52	11	9	9	14	13	3	12
Other technical	167	125	50	8	8	17	14	10	2	16
Administration and clerical	470	128	43	11	9	15	19	16	3	12
Mechanics and repair	675	125	48	9	8	13	20	15	3	9
Crafts	131	120	46	10	8	8	20	13	4	11
Services	206	131	41	16	12	12	18	17	4	11
Miscellaneous	89	120	53	12	11	10	10	12	4	8
Total ^a	2161	125	47	10	9	13	18	14	3	11

^aPer cents add to more than 100 because of multiple answers.

^bPreparation and use of a résumé.

^cJob testing.

^dJob counseling.

^eReferral to prospective employer.

^fJob placement.

^gApplication transmitted to other public employment offices.

TABLE 52

EXPECTATIONS REGARDING TOTAL FAMILY INCOME IN 1st YEAR AFTER RETIREMENT
COMPARED TO FAMILY INCOME DURING LAST YEAR
OF ACTIVE DUTY (BSSR SAMPLE)
(In Percentages)

Preretirement Expectations	Officers (N=571)	Enlisted (N=1614)	Total (N=2185)
Expect to be much better off	12	14	13
Expect to be somewhat better off	16	21	20
Should be about the same	25	27	27
Expect to be a little worse off	31	20	23
Expect to be much worse off	11	5	6
No answer	5	13	11
Total	100	100	100

TABLE 53

MINIMUM ANNUAL SALARY EXPECTED IN FIRST JOB
AFTER RETIREMENT (BSSR SAMPLE)
(In Percentages)

Salary	Officers (N=371)	Enlisted Men (N=1217)	Total (N=1588) ^a
Under \$4,000	4	19	15
\$4,000-4,999	12	43	35
\$5,000-5,999	29	21	23
\$6,000-6,999	18	11	13
\$7,000-7,999	11	4	5
\$8,000-9,999	12	2	8
		(over \$8,000) 2	8
Over \$10,000	14		
Total	100	100	99 ^b
Median Salary Expected	\$6,260	\$4,735	\$4,980

^aExcludes (28) no answers.

^bPer cents do not add to 100 because of rounding.

exceedingly optimistic about the future. Hardly any of these men (3 per cent) thought that they would have lower incomes 5 years after retirement than they had had in the service, and 46 per cent of both officers and enlisted men expected to be "much better off" (Table 54).

TABLE 54
EXPECTATIONS REGARDING TOTAL FAMILY INCOME
5 YEARS AFTER RETIREMENT COMPARED TO FAMILY INCOME
DURING LAST YEAR OF ACTIVE DUTY (BSSR SAMPLE)

Preretirement Expectations	Officers (N=571)	Enlisted (N=1614)	Total (N=2185)
Much better	46	47	46
Somewhat better	29	23	25
About the same	14	7	9
A little worse	3	2	2
Much worse	1	1	1
No answer	7	20	17
Total	100	100	100

To a large extent, this "optimism" was based on the men's conviction that they had valuable occupational skills to offer and that the civilian world would make at least as good use of their talents as the military had done (See Table 55). Prior to retirement, most men were convinced that their service training would be of help in their post-retirement work (Table 56). Further, most felt that they brought to the job market qualifications at least equal, and often superior, to those of civilians doing the same kind of work. Only 13 per cent of all

TABLE 55

EXPECTED UTILIZATION OF SKILLS IN CIVILIAN EMPLOYMENT
AMONG JOB HOLDERS (BSSR SAMPLE)
(In Percentages)

Expected Utilization	Officers (N=391)	Enlisted Men (N=1152)	Total (N=1543) ^a
Much greater utilization in civilian jobs	22	26	25
Somewhat greater utilization in civilian jobs	25	23	24
About the same utilization in civilian jobs	36	30	32
Less utilization in civilian jobs	13	13	13
Much less utilization in civilian jobs	3	5	4
Will not be able to utilize skills in civilian jobs	1	3	2
Total	100	100	100

^aExcludes (84) no answers.

TABLE 56

EXPECTATION OF SERVICE TRAINING AND EXPERIENCE AS AID
IN POSTRETIREMENT WORK^a (BSSR SAMPLE)
(In Percentages)

Expectation	Officers (N=571)	Enlisted Men (N=1614)	Total (N=2185)
A great deal	50	49	50
Somewhat	30	23	24
Very little	11	14	13
Don't know	8	12	11
No answer	1	2	2
Total	100	100	100

^aHow much do you think your training and experience in the service will help you in work you might want to do after retirement?

1. Will probably help a great deal.
2. Will probably help somewhat.
3. Will probably help very little.
4. Have no idea how much it will help.

retirees considered themselves less qualified than the civilians with whom they were about to compete. Their main concern was that their age might present a problem. When asked to rate eight factors which might affect their chances of finding a suitable job, over three fourths of the respondents selected age. A sizeable proportion (50-60 per cent) chose "company hiring and employment practices." Conversely, status as a retired military careerist was more often seen as an advantage than as a drawback (Table 57).

The majority were generally optimistic in their expectations as to the length of time needed to locate a suitable job once they had started active job-seeking efforts. Seventy per cent of the enlisted men and 64 per cent of the officers expected to find a suitable job within 3 months (Table 58).

This does not mean that they saw no difficulties before them. When asked how easy or difficult it would be to locate a civilian job equal to their service job in terms of pay, satisfaction, benefits, interest and challenge, the job seekers were less sanguine. Sixty-two per cent of the officers and 42 per cent of the enlisted men thought it would be difficult. But, once the initial difficulties of locating a job had been overcome, they looked forward to a rosy future.

Furthermore, most men expected to be able to accomplish the transition to a civilian job without extensive retraining--only 45 per cent of the officers and 27 per cent of the enlisted men had made any plans for further training, education or retraining at the time they were about to retire (Table 59). While about two thirds of the officers

TABLE 57

JOB SEEKERS' ASSESSMENT OF VARIOUS FACTORS INVOLVED
IN FINDING A JOB (BSSR SAMPLE)

Factors	Total N	Total %	Chances of Finding a Job			
			Definitely will or may decrease my chances	Will neither increase nor decrease my chances	Definitely will or may increase my chances	No Answer
Officers						
Age	310	100	82	12	5	1
Automation	310	100	18	68	11	3
Status as a retired military careerist	310	100	28	32	38	2
Dual compensation laws	310	100	42	54	2	2
Company hiring and em- ployment practices	310	100	58	35	5	2
Labor union policies and practices	310	100	36	61	1	2
Personnel shortages in certain fields	310	100	9	49	40	2
Discrimination against members of racial or religious minority groups	310	100	3	90	4	3
Enlisted Men						
Age	1181	100	77	15	4	4
Automation	1181	100	35	44	9	12
Status as a retired military careerist	1181	100	30	26	38	6
Dual compensation laws	1181	100	21	61	5	13
Company hiring and em- ployment practices	1181	100	51	32	7	10
Labor union policies and practices	1181	100	41	45	4	10
Personnel shortages in certain fields	1181	100	17	38	34	11
Discrimination against members of racial or religious minority groups	1181	100	11	77	2	10

TABLE 58

EXPECTATION OF TIME NECESSARY TO LOCATE A SUITABLE JOB AFTER START
OF ACTIVE JOB-SEEKING BY PRERETIREMENT JOB SEEKERS (BSSR SAMPLE)
(In Percentages)

Expected Time	Job Seekers		Total (N=1491)
	Officers (N=310)	Enlisted Men (N=1181)	
Less than 1 month	10	24	21
1-3 months	54	46	48
4-6 months	16	9	11
More than 6 months	2	1	1
No idea how long it will take	17	19	18
No answer	1	1	1
Total	100	100	100

TABLE 59

PLANS FOR POSTRETIREMENT EDUCATIONAL OR TECHNICAL TRAINING^a
(BSSR SAMPLE)
(In Percentages)

Plans	Officers (N=571)	Enlisted Men (N=1614)	Total (N=2185)
Yes	45	27	31
No	49	59	57
No answer	6	14	12
Total	100	100	100

^aAfter you retire do you have plans to take any educational
or technical training courses?

and half of the enlisted men thought that they might need some additional training to qualify for the civilian jobs they hoped to get, this was largely visualized as training that could be gotten on the job (Table 60).

TABLE 60

PRERETIREMENT JOB SEEKERS' NEED FOR ADDITIONAL TRAINING
TO QUALIFY FOR CIVILIAN EMPLOYMENT DESIRED AND TYPE
OF ADDITIONAL TRAINING BELIEVED NEEDED
(BSSR SAMPLE)
(In Percentages)

	Job Seekers		Total (N=1588)
	Officers (N=371)	Enlisted (N=1217)	
No	38	52	48
Yes	62	48	52
<u>Type of Training Needed:</u>	(N=229)	(N=589)	(N=818)
College (undergraduate training)	24	9	14
University (graduate training)	25	3	9
Technical or commercial school	5	21	16
On-the-job training	60	75	70
Total ^b	114	108	109

^aTotal number of job seekers is greater in this table because job seekers who were not sent a postretirement questionnaire are included.

^bPer cents add up to more than 100 because some individuals indicated the need for more than one type of training.

Many officers, however, either intended to complete the requirements for a college degree or to acquire a graduate degree (Table 61).

TABLE 61
OFFICERS' PLANS TO OBTAIN AN ACADEMIC DEGREE^a (BSSR SAMPLE)
(In Percentages)

	(N=256)	Per Cent
No plans for academic degree	97	38
Plan to obtain academic degree	159	62
Bachelor's	92	35
Master's	45	18
Ph. D.	17	7
Other (law, medical, divinity)	5	2
Total	256	100

^aProportion of all officers indicating plans to take educational or training courses after retirement)

b) Specific occupational skills.--In the BSSR sample, the retirees were asked to indicate their qualifications in the broad skill areas listed in the questionnaire. These encompassed most of the skills needed in the civilian job market. From the list, they were asked to pick the three skill areas in which they were best qualified. Table 62 lists those skill areas which were checked by at least 5 per cent of the officers or enlisted men.

Officers listed administration and aviation most frequently (48 per cent and 31 per cent respectively) as the areas in which they

TABLE 62

BROAD CIVILIAN SKILL AREAS IN WHICH RETIREES CONSIDER THEMSELVES
BEST QUALIFIED^a(BSSR SAMPLE)
(In Percentages)

Skill Area	Officers (N=556)	Skill Area	Enlisted Men (N=1506)
Administration	48	Mechanical work	25
Aviation	31	Administration	23
Personnel administration	21	Supply and procurement	19
Organization and methods	19	Security	18
Teaching	18	Personnel administration	17
Supply and procurement	18	Transportation and commerce	15
Public relations	12	Aviation	15
Security	10	Club and Food	15
Electronics	9	General clerical	12
Mechanical work (all types)	8	Electronics	11
Communications	8	Construction	11
Sales	8	Communications	9
Research-development	7	Ordnance	9
Engineering	5	Sales	8
Construction	5	Teaching	8
Production	5	Organization and methods	8
Writing	5	Public relations	6
Total ^b	237	Agriculture	6
		Production	5
		Medicine and hospital	5
		Total ^b	245

^aProportion naming skill area as one of three in which they are best qualified.

^bPer cents add to more than 100 because of multiple choice of skill.

felt themselves to be best qualified. Personnel administration, organization and methods, teaching and supply-procurement were other areas listed by a substantial number of officers. Among enlisted retirees, mechanical work (25 per cent), administration (23 per cent), supply and procurement (19 per cent), security (18 per cent), and personnel administration (17 per cent) were the skill areas listed most frequently.

Table 63 lists the respondents' first choice for a civilian job, in terms of the broad civilian skill areas checked. Only those

TABLE 63

TYPE OF POSTRETIREMENT JOB TO BE LOOKED FOR BY RETIREES
WHO CONSIDER THEMSELVES TO BE WELL QUALIFIED
IN SELECTED BROAD CIVILIAN SKILL AREAS
(BSSR SAMPLE)
(In Percentages)

Broad Civilian Skill Area	Total N	Total %	Postretirement Job							
			Professional	Business and Managerial	Technical	Clerical	Sales	Skilled	Services	No Answer
Officers										
Administration	231	100	19	65	3	3	3	3	1	3
Aviation	152	100	22	61	2	1	5	5	1	3
Personnel										
administration	107	100	24	61	1	4	1	2	3	4
Organization and methods	95	100	13	67	1	-	8	3	1	7
Supply and pro- curement	86	100	8	68	3	7	6	6	-	2
Teaching	80	100	35	59	-	-	1	1	1	3
Public relations	66	100	17	77	2	-	2	-	2	-
Security	49	100	14	66	-	-	4	2	14	-
Total	866	100	19	65	2	2	4	3	2	3
Enlisted Men										
Mechanical work	367	100	5	27	5	2	2	46	7	6
Administration	336	100	11	50	3	11	4	10	6	5
Supply and pro- curement	275	100	4	32	3	19	3	20	13	6
Security	256	100	4	31	4	6	4	23	25	3
Personnel admin- istration	242	100	15	52	3	10	5	5	6	4
Aviation	224	100	9	36	4	2	2	37	4	6
Transportation and commerce	223	100	3	25	4	4	3	44	12	5
Club and food	211	100	2	39	2	4	2	15	29	7
General clerical	168	100	11	40	2	20	2	11	10	4
Electronics	155	100	8	25	30	1	1	28	5	2
Construction	152	100	3	26	4	-	1	51	10	5
Total	2609	100	7	35	5	8	3	26	11	5

areas, chosen by at least 10 per cent of the officers or enlisted men are listed. Most officers aspired predominantly to jobs at the business-managerial level. Many enlisted men shared this aspiration, but the skilled trades were also frequently selected. The low interest in technical jobs, reflecting a limited perception of competence for all but the small group of men qualified in electronics, is noteworthy. Conversely, it is also clear from Tables 62 and 63 that, among both officers and enlisted personnel, men with administrative and quasi-administrative experience and aspirations dominate. This somewhat lopsided skill distribution is undoubtedly a factor in the employment difficulties experienced by some of these men, which are discussed later in this report.

c) Job preferences: preferred employer, desirable job attributes--The preretirement questionnaires listed types of employing institutions and asked the respondents to state for each one whether it was preferred, was acceptable, or was unacceptable. Among enlisted men and officers, the federal government was the institution most frequently checked as preferred. A much higher proportion of enlisted men than officers preferred federal employment, however--about one fifth of the officers, in fact, listed the federal government unacceptable as an employer. The difference presumably is affected by the dual compensation and dual employment statutes in 1964 (modified since then by legislation). Regular officers in the sample were still largely barred from civil service. Large business (over 1,000 employees), medium sized business (50 to 1,000 employees) and state and local government were the other types of institution most commonly designated as preferred (Table 64).

TABLE 64

PRERETIREMENT JOB SEEKERS' PREFERRED KINDS OF EMPLOYERS (BSSR SAMPLE)
(In Percentages)

	Job Seekers ^a		Total (N=1588)
	Officers (N=371)	Enlisted (N=1217)	
Federal Government (excluding medical or educational institutions)	37	53	49
State or local government (excluding medical or educational institutions)	27	28	28
Medium-sized business (50-1000 employees)	31	25	27
Large business (over 1000 employees)	31	23	25
Small business (fewer than 50 employees)	17	22	21
College or university (public or private)	19	5	8
Private organizations (nonprofit)	11	6	7
Secondary or elementary schools (public or private)	11	3	5
Medical institutions	3	5	4
Total ^b	187	170	174

^aTotal number of job seekers is greater in this table because job seekers who were not sent a postretirement questionnaire are included.

^bPer cents add to more than 100 because some job seekers checked more than one answer.

These preferences for affiliation with large bureaucratic organizations are clearly related to the civilian job roles for which most of these men see themselves qualified. (See previous section of this report and especially Table 63.) The great majority of the men apparently do not visualize a second career which would involve a radical departure from their military work pattern. Most of them rather plan to replicate their service working life in a civilian setting. There are exceptions, of course, with an occasional preference for self-employment, part-time employment and "unusual" occupations which would satisfy a hobby. But, for most of the officers and enlisted men, aspirations were for orderly careers with a large organization.

This preference probably has its roots in the men's job value system. When asked prior to retirement to rate 19 job attributes, 94 per cent of the officers and 88 per cent of the enlisted men rated "chance for advancement" as a very important or somewhat important factor in judging a job (Table 65). A job that is respected in the community was considered important by 85 per cent of the officers, whereas 80 per cent of the officers rated as important the job location in a specific geographic area. Salary considerations, albeit modest ones, were the second most preponderant type among the enlisted men: 84 per cent thought it important to earn at least \$5,000 on the postretirement job. Not at all surprising, given the potentially long and irregular hours on military duty, is the fact that 81 per cent of the enlisted and 78 per cent of the officers rated regular hours as important. On the other hand, freedom from supervision--which one might have assumed to be of interest to men who had worked for 20 years or more in a highly hierarchical context--was seldom rated important.

TABLE 65

JOB ATTRIBUTES PREFERRED^a BY PRERETIREMENT JOB SEEKERS^b (BSSR SAMPLE)
(In Percentages)

Attributes	Job Seekers		Total (N=1491)
	Officers (N=310)	Enlisted (N=1181)	
Chance for advancement	94	88	88
Earning at least \$5,000	73	84	81
Regular hours with free time to pursue own interests	78	81	81
A job that is highly respected in the community	85	76	77
Opportunity to use military skills	73	78	75
A job that performs an important service for the community	76	74	74
Avoid being away from home	73	71	71
Getting a job covered by Social Security benefits	50	77	70
Locating in a specific geographic area	80	67	70
Working with people rather than things	78	67	69
Opportunity to supervise	78	66	68
Friendly noncompetitive working re- lationships	76	66	65
Using educational background	53	59	57
A job in which influential decisions are made	72	53	57
Getting a job covered by pension	32	59	54
Earning at least \$10,000	60	37	42
Earning at least \$15,000	33	25	26
Being free from supervision	35	20	23
Opportunity to travel	42	14	20
Total ^c	1241	1162	1168

^a What will you be looking for in a job? In particular how much consideration will you be giving to each of the following factors?

^bProportion of job seekers rating factors to be very important or somewhat important in job consideration.

^cPer cents add to more than 100 because of multiple answers.

Long-run salary expectations were generally modest. To earn at least \$15,000 or even \$10,000 was not among the most frequent stipulations for a job, not even among officers. As was previously shown, they expected to earn only modest salaries in their first postretirement job.

Interest in fringe benefits--notably, a claim to second pension--was considerable, however. It was greatest among the enlisted men, 77 per cent of whom thought it important to hold a job covered by social security and 59 per cent, a job covered by pension. While only 32 per cent of the officers stressed pensions, half of them wanted their job to be covered by social security. The superior financial resources of the officers and their significantly greater military retirement pay undoubtedly explain their lesser concern, but the responses of both groups clearly indicate that military retirement pay alone is considered inadequate protection for one's old age.

In summary, the retiree's "ideal" job as it emerges from the data is one with opportunity for recognition and advancement, but not necessarily much "executive" leeway (for officers) or independence (for enlisted men). Regular hours, retirement benefits, and a congenial environment are more important than high salaries, freedom from supervision, opportunity to travel, or a chance to make important decisions and exert leadership. In this too, the preferences of the military retired appear to be quite similar to those of his civilian counterparts.

5. The military retiree in the job market: how employers and counselors see him.--Evaluations of a few of the retirees as job candidates are available from some of the employers whom the officers and enlisted men contacted during their job search. Although the data are

incomplete (as explained in Section II of this report), they are useful in adding an important dimension--and correction--to the retirees' self-perceptions.¹³

These employers and potential employers rated job applicants during their active job hunting period in the summer of 1964. Applicants were assessed on educational background, previous work experience, technical skills, salary requirements, need for further training, and military experience and age as assets or drawbacks. A four-point rating scale was used on most items: excellent, good, fair and poor. Thirty per cent rated officers' educational backgrounds as excellent and 56 per cent rated them as good (Table 66). Twenty-two per cent of the

TABLE 66

EMPLOYERS' AND POTENTIAL EMPLOYERS' RATING OF JOB APPLICANTS--
OFFICERS ONLY^a (BSSR SAMPLE)
(In Percentages)

Attributes of Job Applicants	Total N %		Rating			
			Excellent	Good	Fair	Poor
Educational background	66	100	30	56	14	-
Previous work experience	65	100	18	51	26	5
Personal appearance	67	100	44	52	4	-
Salary requirements	63	100	22	70	8	-
Technical skills	62	100	11	56	28	5
Personality	65	100	34	60	6	-
Total	388	100	27	57	14	2

^aProportion of employers rating officer job applicants.

¹³The employer questionnaires on which this section is based are for 174 enlisted men and 83 officers. More questionnaires were received (351 altogether) but some had to be discarded, either because they were too incomplete or because they referred to retirees who are not part of the final analysis group (before and after respondents).

employers rating officer applicants regarded the salary required to hire the applicant an excellent feature, and 70 per cent rated the salary requirements good. In contrast, previous work experience and technical skills were rated excellent by only 18 per cent and 11 per cent of the employers, respectively, while 31 per cent rated previous work experience fair or poor.

Clearly, then, the employers frequently did not share the officers' assumptions about the usefulness of their military experience. Detailed analyses of the jobs would have to be made to determine whether the cause is a lack of fit in terms of technical skill or--as has been suggested by previous writers--a lack of the semantic attunement of officers' resumes and interview responses to the language and structure of a civilian organization.

Almost universally, the officers' personal appearance and personality received high ratings.

It is interesting to contrast the employers' perceptions with the officers' apprehensions about age and their optimistic feelings about military status. Only 15 per cent of the employers called the retiree's age a drawback (Table 67), compared with over 80 per cent of the men themselves (Table 57). About 63 per cent of the employers regarded the applicants' former military status as an asset, compared with 38 per cent of the job-seeking officers (Table 67).

Obviously, these are crude questions, subject to a wide range of interpretations; nevertheless, they would indicate that past work experience and skill qualifications (or a proper interpretation of these) are more important to the civilian employer than age which seems to generate considerable anxiety.

TABLE 67

EMPLOYERS' AND POTENTIAL EMPLOYERS' RATING
OF JOB APPLICANTS (BSSR SAMPLE)
(in Percentages)

Previous Military Experience	Employers' Ratings of		Total (N=220)
	Officers (N=58)	Enlisted (N=162)	
A great asset	38	31	33
A slight asset	31	30	30
Neither asset nor drawback	24	30	23
A slight drawback	5	8	7
A great drawback	2	1	1
Total ^a	100	100	99

Age			
	(N=54)	(N=137)	(N=191)
A great asset	27	21	23
A slight asset	19	16	17
Neither asset nor drawback	33	50	45
A slight drawback	19	12	14
A great drawback	2	1	1
Total	100	100	100

^aPer cents do not add to 100 because of rounding.

For enlisted men, the findings are similar, although the overall ratings tend to be slightly less favorable. Personal appearance, personality, educational background and salary requirements are all favorably rated, although substantially fewer "excellent" were given for educational background (Table 68). Similarly, the drawbacks from

TABLE 68

EMPLOYERS' AND POTENTIAL EMPLOYERS' RATING OF JOB APPLICANTS--
ENLISTED MEN^a (BSSK SAMPLE)
(In Percentages)

Attributes of Job Applicants	Total N %		Rating			
			Excellent	Good	Fair	Poor
Educational background	163	100	14	57	28	1
Previous work experience	157	100	18	48	26	8
Personal appearance	163	100	37	55	8	-
Salary requirements	142	100	10	74	15	1
Technical skills	136	100	9	56	28	7
Personality	162	100	31	55	13	1
Total	723	100	20	57	20	3

^aProportion of employers' rating enlisted men job applicants.

the employers' perspectives are usually previous work experience and technical skill--the only areas for which "poor" ratings were made. For the enlisted men, too, former military status was considered a distinct advantage and their age was not considered a handicap.

As one might expect from the employers' evaluations of work skills, they see the applicant's need for training more often than do the retirees themselves. Although employers more frequently than retirees

saw deficiencies requiring formal training, on-the-job training was by far the most frequent recommendation. Altogether, employers saw the need for some form of preemployment training for 87 per cent of the officers and 75 per cent of the enlisted men (Table 69). Yet only

TABLE 69
EMPLOYERS' AND POTENTIAL EMPLOYERS' RATING OF JOB APPLICANTS' NEED
FOR FURTHER TRAINING (BSSR SAMPLE)
(In Percentages)

Training Needed	Officers (N=83)	Enlisted Men (N=174)	Total (N=257)
On-the-job	63	58	60
Formal and on-the-job	24	17	19
No training needed	13	25	21
Total	100	100	100

62 per cent of officers in our survey--and, even more striking, only 48 per cent of enlisted men--expressed such a need (Table 60).

Very few counselor evaluations were received by the survey--there were useable data for only about 100 retirees. The counselors, representing both public and private agencies, rated the 1964 retirees on need for further training and on realism, or lack of it, in the job seekers' vocational aspirations.

Counselors were less inclined than potential employers to regard the retired military man as needing further training. In ratings of officers, 42 per cent of the counselors recommended further training,

while 36 per cent of them recommended it for the enlisted men. Counselor and employer ratings were not necessarily for the same individuals, which explains some of the differences. And, more employers may have been more likely to specify a need for additional training because they were considering the qualifications for a specific job while the counselors were thinking in terms of a type of job or several closely related kinds of jobs.

Counselors had some reservations about the job plans of the men they saw; in particular, in 38 per cent of the cases, the counselors thought the retiree would have difficulty in getting a suitable job in the geographic area of his residence. It should be remembered that counselors reported on only a small proportion of the men in the sample, and that in all probability many of their contacts were with those who had experienced prolonged placement difficulties.

D. After Retirement: How the Employment Situation Shapes Up

1. Employment status.--The great majority of the retirees in the BSSR sample of May 1964 had been able to locate a job of some kind by the time they were contacted 6 to 8 months after their retirement. At the time they completed the post-retirement questionnaire, 71 per cent of the officers and 76 per cent of the enlisted men reported that they were employed. Sixteen per cent of the officers and 21 per cent of the enlisted men were actively looking for work at that time. The others-- 13 per cent of the officers and 3 per cent of the enlisted men--were full-time students, those unable to work due to physical reasons, those now permanently retired with no plans for future employment, and those who were not active seekers at the time of the survey but who said they would be looking for work in the future (Table 70).

TABLE 70

JOB STATUS SIX TO EIGHT MONTHS AFTER RETIREMENT (BSSR SAMPLE)
(In Percentages)

Job Status	Officers (N=571)	Enlisted Men (N=1614)	Total (N=2185)
Job holders	71	76	74
Job seekers	16	21	20
Others ^a	13	3	6
Total	100	100	100

^a"Others" includes full-time students, the disabled, permanently retired, and non-active job seekers at the time of the survey.

In the main, placement took place rapidly. Among the job holders, over one half had started to work within two months of their retirement date--54 per cent of the officers and 50 per cent of the enlisted men (Table 71) and an additional 32 per cent of the officers and 33 per cent of the enlisted men found their first jobs during the third and fourth months after retirement.

2. Job seekers.--The proportion of men actively looking for work at the time of the survey is, of course, quite high compared with the male civilian population in the same age group. This no doubt resulted partially from late job-seeking starts. Table 72 shows that those who had not located a job within 6 to 8 months after retirement had waited longer than their job-holding colleagues to undertake active job-seeking efforts. Probably the job seekers also included a few men who had found a job since retirement, but who were again in the job

market at the time they received the postretirement questionnaire. Many of the unemployed doubtless succeeded in locating jobs after they were surveyed. The DOD data, indeed, show a lower unemployment rate among the men who retired earlier. For both officers (Table 73) and enlisted men (Table 74) who were retired between 1958 and 1959, only 4 per cent were looking for work at the time of the survey in 1963. An additional 1-2 per cent had despaired of finding a job and had given up looking and another 1 per cent were about to begin looking for work.

TABLE 71
STARTING DATE OF CURRENT JOB (BSSR SAMPLE)
(In Percentages)

Date	Job Holders		Total (N=1599) ^a
	Officers (N=400)	Enlisted Men (N=1199)	
Before retirement (May 31, 1964)	8	8	8
During the first month after retirement (June, 1964)	28	23	24
During the second month after retirement (July, 1964)	18	19	18
During the third month after retirement (August, 1964)	17	17	17
During the fourth month after retirement (September, 1964)	15	16	16
More than four months after retirement (October and later 1964)	14	17	17
Total	100	100	100

^aExcludes (28) no answers.

TABLE 72

START OF ACTIVE SEARCH FOR JOB AND JOB STATUS (BSSR SAMPLE)
(In Percentages)

Start of Active Search before and after Retirement	Job Status			Total ^a
	Preretirement Job Holders	Postretirement Job Holders	Job Seekers	
Officers:	(N=142)	(N=226)	(N=84)	(N=452)
More than 1 year before	22	3	1	8
6-12 months before	31	8	5	14
2-6 months before	43	37	31	38
Less than 2 months before	4	24	23	18
Less than 3 months after	-	28	20	22
3-6 months after	-		20	
Total	100	100	100	100
Enlisted Men:	(N=220)	(N=900)	(N=334)	(N=1454)
More than 1 year before	22	2	2	5
6-12 months before	25	4	2	7
2-6 months before	45	29	15	28
Less than 2 months before	8	26	19	22
Less than 3 months after	-	39	42	38
3-6 months after	-		20	
Total	100	100	100	100

^aExcludes (148) no answers.

TABLE 73

EMPLOYMENT STATUS BY YEAR OF RETIREMENT--OFFICERS (DOD SAMPLE)
(In Percentages)

Employment Status	Year of Retirement							Total (N=7179)
	Prior to 1950 (N=4731)	1950-1954 (N=398)	1954-1957 (N=537)	1958-1959 (N=390)	1960 (N=337)	1961 (N=394)	1962 (N=392)	
Full-time employment	30	51	71	76	74	75	67	43
Part-time employment	7	8	7	6	7	4	8	7
Looking for employment	1	3	4	4	2	5	7	2
Will look for employment	1	1	1	1	2	2	3	1
Have given up on job chances	5	4	2	2	1	2	1	4
Retired	56	32	14	10	9	7	5	41
Full-time student	-	1	1	1	5	5	9	1
Total	100	100	100	100	100	100	100	99 ^a

^aPer cents do not add to 100 because of rounding.

TABLE 74

EMPLOYMENT STATUS BY YEAR OF RETIREMENT--ENLISTED MEN (DOD SAMPLE)
(In Percentages)

Employment Status	Year of Retirement							Total (N=8364)
	Prior to 1950 (N=4381)	1950-1954 (N=410)	1955-1957 (N=647)	1958-1959 (N=647)	1960 (N=635)	1961 (N=707)	1962 (N=937)	
Full-time employment	43	74	83	85	86	82	77	61
Part-time employment	6	6	3	3	4	4	5	5
Looking for employment	2	2	4	4	4	6	8	4
Will look for employment	1	1	1	1	1	1	2	1
Have given up on job chances	2	2	1	1	1	- *	1	1
Retired	46	15	8	4	2	3	4	27
Full-time student	-	-	-	2	2	4	3	1
Total	100	100	100	100	100	100	100	100

* Less than 1%.

Although the percentages are small, there is a disturbing upward trend in the DOD survey unemployment figures each year between 1960 and 1962 so that, for officers, 5 per cent of the 1961 retirees were looking for work and 7 per cent of the 1962 retirees. For enlisted men, the figures are 4 per cent of the 1960, 6 per cent of the 1961, and 8 per cent of the 1962 cohorts. This trend may indicate either a fairly slow adjustment to the job market by some retirees or slightly increasing difficulty in getting placed. There has been some speculation that a large number of the openings in the economy for these second careers, especially for enlisted men, are in interstices of limited capacity and that, consequently, progressively greater difficulties can be expected as the number of retirees seeking employment climbs. In a later section on the specific occupational patterns of employed military personnel, we will examine this question further.

Data from both the BSSR and DOD surveys suggest that job seekers and job holders differ with respect to several important personal, behavioral and attitudinal dimensions. Thus, the DOD data show there are variations in employment status between men who served in the various branches of the service (Table 75). Naval and Marine Corps retirees, both officers and enlisted, have a higher rate of employment than Army and Air Force retirees. The interservice differences in employment rates are more pronounced in the BSSR sample of more recent retirees. Again, Air Force and Army men--and especially Army enlisted men--are most frequently in the job-seeker categories. Twenty-five per cent of the Army and 21 per cent of the Air Force were unemployed, compared with 15 per cent of the Navy men and 11 per cent of the Marines (Table 76).

TABLE 75
EMPLOYMENT STATUS AND BRANCH OF SERVICE (DOD SAMPLE)
(In Percentages)

Employment Status	Branch of Service				Total
	Army	Navy	Marine Corps	Air Force	
Officers:	(N=460)	(N=192)	(N=50)	(N=228)	(N=930) ^a
Full-time employed	75	79	76	73	75
Part-time employed	4	5	6	5	6
Looking for employment	7	6	4	8	7
Will look for employment	3	3	-	2	2
Retired	5	4	6	4	4
Full-time student	6	3	8	8	6
Total	100	100	100	100	100
Enlisted Men:	(N=535)	(N=946)	(N=122)	(N=540)	(N=2143) ^b
Full-time employed	73	86	85	81	81
Part-time employed	4	3	3	6	4
Looking for employment	14	5	6	6	8
Will look for employment	2	1	3	2	2
Retired	5	3	2	3	3
Full-time student	2	2	1	2	2
Total	100	100	100	100	100

^aExcludes (7) no answers.

^bExcludes (18) no answers.

TABLE 76
SIX MONTH JOB STATUS AND BRANCH OF SERVICE (BSSR SAMPLE)
(In Percentages)

Job Status	Branch of Service				Total
	Army	Navy	Air Force	Marine Corps	
Officers:	(N=211)	(N=82)	(N=258)	(N=20)	(N=571)
Job holders	71	82	65	80	71
Job seekers	16	6	21	10	16
Other	13	12	14	10	13
Total	100	100	100	100	100
Enlisted Men:	(N=550)	(N=235)	(N=732)	(N=97)	(N=1614)
Job holders	72	83	75	86	75
Job seekers	25	15	21	11	21
Other	3	2	4	3	4
Total	100	100	100	100	100

Perhaps these differences are due partially to the slightly higher educational levels in the Navy and Marine Corps. Education and age are generally believed to be of crucial importance in their effect on employability. We examined the relationship between educational

achievement of three groups of retirees: "early job holders" (those who had lined up a firm civilian job offer prior to retirement), "middle job holders" (those who found a job during the 6-8 month period following retirement), and job seekers (those who reported themselves looking for work 6-8 months after retirement). The findings are summarized in Table 77.

TABLE 77
EDUCATIONAL LEVEL AND JOB STATUS (BSSR SAMPLE)
(In Percentages)

Educational Level	Total N	%	Job Status			
			Early Job Holders	Middle Job Holders	Job Seekers	Others
Officers						
Not high school graduate	29	100	35	48	7	10
High school graduate	65	100	14	55	20	11
Some college	289	100	20	45	21	14
College graduate	188	100	38	40	10	12
Total	571	100	26	45	16	13
Enlisted Men						
Not high school graduate	529	100	11	62	24	3
High school graduate	803	100	15	62	20	3
Some college	264	100	19	55	19	7
College graduate	18	100	33	50	-	17
Total	1614	100	15	61	20	4

For officers, the advantages enjoyed by college graduates are most clear-cut: close to 40 per cent of those with degrees were early job holders compared with 26 per cent of all officers; conversely, only 10 per cent of the college graduates were looking for work at the time of the postretirement survey, compared with about 20 per cent of those who had not completed college. For enlisted men, the disadvantageous position of those who do not have a high school diploma is equally clear. In general, the higher educated usually experienced earlier job placement and less unemployment. Only the small group of officers who were commissioned despite the lack of a high school education deviated from this pattern. As we will show, moreover, education appears even more significant as a determinant of the kind of job the retiree is able to obtain than of employment status per se.

The presumed importance of age in getting a job--and especially the supposed disadvantages of the older job seeker--is not clearly demonstrated by the data for the entire BSSR sample. Although, as was shown earlier, the men themselves were quite apprehensive on this score, only the fears of the enlisted men appear justified. Among the enlisted retirees, there are indeed significant differences in the unemployment rate by age group, with the older groups at a distinct disadvantage. For the officers, however, age was not a significant factor (Table 78).

Religion and race affect job status among enlisted men. (The officer sample is too homogenous in race and religion for a sensitive test of differences.) Negroes and members of other minority groups had relatively greater difficulty in obtaining employment. Thirty-three per cent of the Negroes and 27 per cent of the members of other minorities

TABLE 78

AGE AND JOB STATUS (BSSR SAMPLE)
(In Percentages)

Job Status	Age						Total ^a
	Under 40	40-45	45-49	50-52	53-55	Over 55	
Officers:	(N=47)	(N=233)	(N=143)	(N=40)	(N=18)	(N=14)	(N=495)
Job holders	87	82	79	83	83	79	81
Job seekers	13	18	21	17	17	21	19
Total	100	100	100	100	100	100	100
$\chi^2 = 1.0, 5 \text{ df.}, P < .98$							
Enlisted Men:	(N=461)	(N=678)	(N=276)	(N=60)	(N=40)	(N=42)	(N=1557)
Job holders	86	78	75	68	58	69	79
Job seekers	14	22	25	32	42	31	21
Total ^b	100	100	100	100	100	100	100
$\chi^2 = 33.6, 5 \text{ df.}, P < .001$							

^aExcludes (2) no answers.

^b"Others" excluded.

(Orientals, Spanish Americans, American Indians) were still unemployed 6-8 months after retirement, whereas only 17 per cent of the white Protestants and 19 per cent of the Catholics were still looking for work (Table 79).

TABLE 79
JOB STATUS, RACE AND RELIGION (BSSR SAMPLE)
(In Percentages)

Race, Religion	Total ^a		Job Status	
	N	%	Job Holder	Job Seeker
Officers				
White Protestant	294	100	81	19
Catholic	104	100	81	19
All other minorities	45	100	85	15
Total	443	100	80	20
$\chi^2 = 7.8, 2 \text{ df.}, P < .70$				
Enlisted Men				
White Protestant	755	100	83	17
Catholic	294	100	81	19
Negro	82	100	67	33
All other minorities	49	100	73	27
Total	1180	100	81	19
$\chi^2 = 13.3, 3 \text{ df.}, P < .01$				

^aExcludes "other" and no answers on race-religion.

We also hypothesized that the number of dependents of each retiree might influence job status. Although it is clear that the great majority of these men wants to obtain gainful employment--for social and psychological as much as for economic reasons--it can be assumed that

the economic and social pressures for early employment increase with the number of dependents. The data confirm this hypothesis: as the number of dependents increases, the likelihood of being a job holder also increases. (However, as will be shown, it is by no means clear that the pressures are primarily financial; they are more likely to be of a socio-psychological order.) Among the officers with fewer than three dependents, 74 per cent of the men were employed; of those with 3-4 dependents, 80 per cent were working; and of those with five or more dependents, 91 per cent were job holders. Among the enlisted men, the situation is the same; of the small group of enlisted men with no dependents, only about half were employed (Table 80).

In addition to some of these demographic characteristics, early planning appears to play an important part in differentiating job seekers and job holders. This was especially true of the early job holders, over half of whom had begun their job hunting at least six months prior to retirement (Table 81). Looking at the entire group of postretirement job holders and job seekers, it can be seen that the main difference is between planners and non-planners, with non-planners more likely to be job seekers six months after retirement (Table 82).

In addition to the "standard" demographic and behavioral characteristics, we sought to establish some relationship between placement success and constellations of personal and attitudinal variables believed to be especially cogent for a group of men making the transition to the civilian labor force after 20 or more years in the military establishment characterized by hierarchical organization and stability. A variety of indices were constructed, using selected items from the preretirement questionnaires, to see if personal and attitudinal factors would

TABLE 80
NUMBER OF DEPENDENTS AND JOB STATUS (BSSR SAMPLE)
(In Percentages)

Number of Dependents	Total N %	Job Status	
		Job Holders	Job Seekers
Officers:		(N=395)	(N=92)
None	2 100	-	100
1 - 2	119 100	74	26
3 - 4	252 100	80	20
5 or more	115 100	91	9
Total ^a	488 100	81	19
$\chi^2 = 17.3, 3 \text{ df.}, P \leq .001$			
Enlisted Men:		(N=1186)	(N=316)
None	55 100	58	42
1 - 2	482 100	74	26
3 - 4	674 100	84	16
5 or more	291 100	81	19
Total ^b	1502 100	79	21
$\chi^2 = 28.4, 3 \text{ df.}, P \leq .001$			

^aNo answers and "others" excluded.

^b"Others" excluded.

TABLE 81

FIRST SYSTEMATIC ATTEMPT TO LOCATE POSTRETIREMENT JOB
BY EARLY JOB HOLDERS (BSSR SAMPLE)
(In Percentages)

Time of Attempt to Locate Job	Early Job Holders ^a		Total (N=465)
	Officers (N=164)	Enlisted Men (N=301)	
Less than 2 months prior to retirement	4	9	7
2-4 months prior to retirement	16	21	19
4-6 months prior to retirement	24	22	23
6-12 months prior to retirement	30	22	25
1-2 years prior to retirement	17	9	12
More than 2 years prior to retirement	7	13	11
No answer	2	4	3
Total	100	100	100

^aPreretirement job holders.

TABLE 82

FIRST MADE SPECIFIC PLANS FOR RETIREMENT^a AND JOB STATUS (BSSR SAMPLE)
(In Percentages)

Time of Specific Plans	Job Status			Total
	Job Holders	Job Seekers	Other	
Officers:	(N=404)	(N=93)	(N=74)	(N=571)
Have not made any definite plans	26	41	23	28
3 months ago or less	8	7	3	7
6-7 months ago	15	17	5	14
8-10 months ago	6	3	4	5
1 year ago	12	14	10	12
2 years ago	10	5	11	9
3-4 years ago	9	8	15	10
5 years ago or more	8	4	19	9
Have always been planning it	5	1	10	5
No answer	1	-	-	1
Total	100	100	100	100
Enlisted Men:	(N=1223)	(N=334)	(N=57)	(N=1614)
Have not made any definite plans	36	53	37	39
3 months ago or less	9	8	5	9
6-7 months ago or less	15	8	7	13
8-10 months ago or less	4	3	7	4
1 year ago	11	7	12	10
2 years ago	8	5	4	7
3-4 years ago	5	5	16	6
5 years ago or more	5	3	4	5
Have always been planning it	6	6	7	6
No answer	1	2	1	1
Total	100	100	100	100

^aWhen did you first begin to make some specific plans about what you would do after retirement?

discriminate between the successful and the non-successful job seekers, and perhaps to give some clue as to what factors are more important than others in obtaining employment. A total of six indices will be examined here.¹⁴

The first index was to sum the objective qualifications which the retiree brought to the job search. This "capability index" was based on responses to the following questionnaire items:

1. rank for pay purposes when retired;
2. service as an officer;
3. rated skill area;
4. educational level.

Job holders and job seekers were compared according to their scores on the index. Scores ranged from 6-29 for officers and, for enlisted men, from 3-22, a somewhat lower range.

For officers, through much of the range of scores, there were no great differences in per cent employed. The best qualified were the most likely to be employed, but the reverse was not true: unemployment was relatively higher among those with scores at the middle level. For officers, the differences between job holders and job seekers are small through the lower and middle range of scores, but in the upper range of greatest capability, the difference between job holders and job seekers was almost twice as great--38 per cent and 20 per cent respectively (Table 83).

¹⁴For each index, items were selected which were believed to reflect the characteristic to be measured. An appropriate scoring procedure was then established for each index, and the relationship of each item to the over-all index was tested by correlation analysis. Only items with correlation coefficients exceeding .5 were retained in the index.

TABLE 83
"CAPABILITY" INDEX (BSSR SAMPLE)
(In Percentages)

Job Status	Total N	%	Scale Scores					
			2-5	6-10	11-15	16-20	21-25	26-29
Officers								
Job holders	404	100	-	4	13	45	32	6
Job seekers	93	100	-	1	15	64	16	4
Total ^a	497	100	-	4	13	48	29	6
$\chi^2 = 30.6, 4 \text{ df.}, P < .001$								
Enlisted Men								
Job holders	1223	100	2	28	60	10	- *	-
Job seekers	334	100	5	32	56	7	..	-
Total ^a	1557	100	3	29	59	9	- *	-
$\chi^2 = 18.2, 4 \text{ df.}, P < .01$								

*Less than 1%.

^a"Others" excluded.

One might guess that this might be due to a discrepancy between these men's expectations and their actual qualifications. This is not borne out by our second index, however, which is composed of items dealing with plans and expectations for life after retirement. This index is considered to be a measure of aspiration. High scores were given for

the positive answers on the following preretirement questionnaire items:

1. plans for educational or technical training;
2. plans to obtain a degree;
3. expectation of higher total family income in the future compared with the last year of active duty;
4. expectation of greater life satisfaction during the next 5 years compared with the last 5 years.

Among both officers and enlisted men, differences in level of aspiration, as measured by these items, are significant when analyzed by job status. Job holders have proportionately higher aspirations than job seekers. Thus, discrepancies between expectations and qualifications do not appear to be the usual source of employment difficulty. Among officers, job holders exhibited higher levels of aspiration more frequently than did job seekers. With a possible range from 3 to 14, 64 per cent of the job holders, compared with 46 per cent of the job seekers, scored above 9, and 18 per cent of the job holders were in the highest bracket of aspiration scores, compared with only 10 per cent of the job seekers (Table 84).

Among enlisted men, the aspirations of job seekers begin to diverge from those of the job holders at an even lower point--the 8-9 level. Furthermore, as aspiration increased (except at the very top level) the proportion of job holders in each level increased. The differences are highly significant, especially for enlisted men.

A third index, "financial need," was constructed to determine if lack of financial resources was an effective incentive to job holding. We thought that retirees who expected their financial resources to be

TABLE 84

"ASPIRATION" INDEX (BSSR SAMPLE)
(In Percentages)

Job Status	Total N %		Scale Scores				
			3-5	6-7	8-9	10-11	12-14
Officers							
Job holders	404	100	1	8	27	46	18
Job seekers	93	100	3	15	36	36	10
Total ^a	497	100	2	9	28	44	17
$\chi^2 = 15.5, 4 \text{ df.}, P \leq .01$							
Enlisted Men							
Job holders	1223	100	1	10	33	47	9
Job seekers	334	100	2	18	32	38	10
Total ^a	1557	100	1	12	32	46	9
$\chi^2 = 19.8, 4 \text{ df.}, P \leq .001$							

^a"Others" excluded.

relatively low at retirement time might feel the greatest need for immediate employment and hence would be more likely to be job holders six months after retirement. This index included the following from the preretirement questionnaire:

1. monthly retirement pay;
2. ownership of current house;

3. plans to own a house when retired;

4. income source other than earnings and retirement pay when retired.

Higher pay, actual or prospective home ownership, and "other" income were the indicators of affluence.

The data suggest that "financial need" is not a major determinant of employment. Instead, job holders tended to be better off than job seekers in terms of their actual resources following retirement. Among the officers, a greater proportion of job seekers than job holders had scores at the lower point of the index corresponding with greater financial need (Table 85). Fifty-nine per cent of the job holders could be classified in the upper range of the index compared with only 31 per cent of the job seekers.

Among the enlisted men, the findings are essentially the same: the differences in the financial status of job holders and job seekers are highly significant.

It is interesting to relate these findings to the earlier discussion about dependents: a large number of dependents is associated with job holding, whereas "financial need" is not. Thus, it would be an oversimplification to equate the greater job-holding pressure which the behavior of men with several dependents seems to reflect with simple financial pressure. It is more likely that large families seek to normalize their situation as early as possible to enable successful integration into the civilian community so as to be able to enroll children in schools, select or maintain an appropriate home, and assure continuation of a satisfactory living standard. (Home ownership is,

TABLE 85
"FINANCIAL NEED" INDEX (BSSR SAMPLE)
(In Percentages)

Job Status	Total N %		Scale Scores				
			3-5	6-8	9-11	12-14	15-20
Officers							
Job holders	404	100	2	14	25	46	13
Job seekers	93	100	9	35	25	26	5
Total ^a	497	100	5	18	25	41	11
$\chi^2 = 33.7, 4 \text{ df.}, P < .001$							
Enlisted Men							
Job holders	1223	100	5	18	16	44	17
Job seekers	334	100	9	24	28	31	8
Total ^a	1557	100	6	19	19	41	15
$\chi^2 = 49.2, 4 \text{ df.}, P < .001$							

^a"Others" excluded.

indeed, a financial asset, but it is also a "pressure" in the sense that mortgage payments must be met.) Men who are financially less secure may have fewer family responsibilities to begin with, or are perhaps less deeply committed to the maintenance of a given life style. And, of course, being able to land a job would be correlated to some extent with past financial success.

The fourth index, based on items in the preretirement questionnaire, is called the "squared-away" index. It reflects the permanency of the retirement residence through the following items:

1. plans to settle permanently in the postretirement location;
2. expectation to live in the same place 3 to 5 years after retirement.

As expected, retirees with plans to settle permanently are the most eager and successful job hunters. Among officers, it is more common for job holders than job seekers to have planned for permanent residence while still in military service. Thirty-five per cent of the job holders compared with 15 per cent of the job seekers planned to live in the same place for at least three years after retirement (Table 86).

TABLE 86
"SQUARED-AWAY" INDEX (BSSR SAMPLE)
(In Percentages)

Job Status	Total N %		Scale Scores				
			2	3	4	5	6
Officers							
Job holders	404	100	24	13	27	1	35
Job seekers	93	00	34	13	38	-	15
Total ^a	497	100	26	12	30	1	31
$\chi^2 = 22.9, 4 \text{ df.}, P < .001$							
Enlisted Men							
Job holders	1223	100	21	12	36	1	30
Job seekers	334	100	26	15	34	1	24
Total ^a	1557	100	22	13	35	1	29
$\chi^2 = 10.0, 4 \text{ df.}, P < .05$							

^a"Others" excluded.

Among enlisted men, the differences are also significant, with job holders slightly more inclined toward permanent settlement than job seekers. From a different analytical view, of those who expected to live in the same place 3 to 5 years, and also planned to settle permanently (an index score of 6, with a possible range from 2 to 6), 82 per cent were job holders compared with 18 per cent who were job seekers. There is no doubt that a preretirement decision to reside in a given place plays an important part in the occupational adjustment picture.

A fifth index, based on the preretirement questionnaire (including the responses of men who planned to seek work following retirement, thus excluding the "early job holders") is designed as a measure of self-confidence (Table 87). It was hypothesized that high self-confidence was positively associated with successful job seeking. The following items were included:

1. expected annual salary in first job after retirement;
2. expected time needed to locate a suitable job;
3. expected ease of finding a job equal to present job;
4. qualifications for kind of work sought as compared with civilians doing the same kind of work;
5. expected income relative to income of last year on active duty.

The index did not differentiate sharply between job seekers and job holders, especially in the case of officers. Among enlisted men, there were some differences in the direction of greater self-confidence among job holders but, although statistically significant, they were not great. It is noteworthy that objective indexes of employability predict difficulties in the job market for officers far better than do self-assessments.

TABLE 87

"SELF-CONFIDENCE" INDEX (EARLY JOB SEEKERS) (BSSR SAMPLE)
(In Percentages)

Job Status	Total N	%	Scale Scores					
			5-9	10-12	13-15	16-18	19-21	22-25
Officers								
Job holders	226	100	3	25	34	26	9	3
Job seekers	84	100	9	18	28	30	13	2
Total ^a	310	100	5	23	33	27	10	2
$\chi^2 = 9.3, 5 \text{ df.}, P < .10$								
Enlisted Men								
Job holders	895	100	1	17	40	30	10	2
Job seekers	286	100	4	26	38	25	6	1
Total ^a	1181	100	2	19	39	29	9	2
$\chi^2 = 22.0, 5 \text{ df.}, P < .001$								

^a"Others" excluded.

A final index was based on postretirement behavior and attitudes, as reported in the postretirement questionnaire. Its purpose was to determine the relationship between attachment to military life and institutions, and job status. The question posed was: does dependence on the military establishment or identification with military life after service hinder or aid the adjustment to civilian employment?

The degree of continued dependence on the military was measured by the following items:

1. availability of nearby military medical facilities;
2. availability of other nearby military facilities;
3. desire to return to active duty if policies permitted this.

As shown in Table 88, among the officers, there is a slight tendency for job holders to be more independent of the military than job seekers. Among the enlisted men, there are hardly any differences in the proportions at each index level. The evidence suggests a very weak relationship between job status and dependence on the military.

It is difficult to judge the relative importance of each of the factors discussed here without much more elaborate statistical analyses. The available data show family status (having a large number of dependents) and financial security (having a relatively high degree of financial security) as the items most positively associated with postretirement employment for both officers and enlisted men. For enlisted men, demographic variables, particularly race and age, play an important part. For officers, behavioral and attitudinal factors--in particular, a decision to settle permanently in a given community--seem to be more crucial. The disparate findings for enlisted men and officers suggest the great importance of a man's successful total social adaptation when he seeks to establish himself in a new career and to make his way in an administrative, managerial or professional occupation.

TABLE 88
DEPENDENCE ON THE MILITARY (BSSR SAMPLE)
(In Percentages)

Job Status	Total		Scale Scores							
	N	%	1	2	3	4	5	6	7	8-9
Officers										
Job holders	404	100	17	3	34	5	20	6	12	3
Job seekers	93	100	28	4	37	3	24	2	2	-
Total ^a	497	99 ^b	19	3	34	4	21	5	10	3
$\chi^2 = 18.1, 7 \text{ df.}, P < .02$										
Enlisted Men										
Job holders	1223	100	16	3	35	5	22	4	14	4
Job seekers	334	100	23	3	29	6	22	3	10	4
Total ^a	1557	100	17	3	32	5	22	4	13	4
$\chi^2 = 15.1, 7 \text{ df.}, P < .05$										

^a"Others" excluded.

^bDoes not add to 100% because of rounding.

There is additional evidence to support this thesis. In the DOD questionnaire we used, as one measure of maintaining military ties, a question about use of military base facilities by retired officers and enlisted men. Presumably, in addition to the practical, financial advantages of using them, frequent contacts with these facilities afford opportunities for socialization with other military people and continuing

identification with some aspects of military life. Yet the concentration of military retirees in communities near large military installations where good medical, shopping and recreational facilities are available, probably tends to aggravate job placement problems for these men.

Officers and enlisted men who used bases and facilities most frequently (and might therefore be presumed to have retained a stronger military commitment or identification) were not at a disadvantage during the military/civilian transfer but, on the contrary, by every one of our measures, they did better than nonusers. They held full-time jobs more often, they had less trouble finding jobs and they made more money (Tables 89, 90, and 91)--all, clear indicators of continuity. Watson¹⁵ reported similar findings in his study of social integration and identification of Air Force retirees with civilian and military communities. Men who appear to have adjusted successfully to the military environment, and to the social commitments that are a part of it, most readily adjusted to the new civilian environment and were rapidly integrated into the social and community activities of their new environment; men whose military adjustment was less problem-free also displayed greater difficulties after retirement. To oversimplify Watson's findings and our own, the characteristics often identified as conducive to adaptation to the American corporate/bureaucratic structure, such as possession of formal educational credentials, participation in community affairs, value emphasis on living in a congenial community, strong family ties and commitment to work goals, are rewarded in both the military and the civilian world.

¹⁵ John H. Watson, A Study of Social and Occupational Adjustment in Relation to Civilian and Military Identification of United States Air Force Retired Officers, Doctoral dissertation. (State College, Mississippi, 1963) 183 pp.

TABLE 89

USE OF BASE FACILITIES AND EMPLOYMENT STATUS (DOD SAMPLE)
(In Percentages)

(Question: Do you use the facilities of a military installation or base--medical, post exchange, commissary, etc.?)

	Yes:		No:
	Uses Facilities Often	Uses Facilities Sometimes	Does Not Use
Officers	(N=669)	(N=269)	(N=66)
Employed full-time	74	76	66
Employed part-time	4	6	10
Fully retired or disability	5	4	6
Active seeker	8	6	9
Look soon	2	3	-
Attending school	6	5	6
Given up	1	-*	3
Total	100	100	100
Enlisted Men:	(N=1403)	(N=571)	(N=265)
Employed full-time	82	77	71
Employed part-time	4	5	5
Fully retired or disability	3	3	7
Active seeker	7	8	9
Look soon	1	2	3
Attending school	3	3	3
Given up	-*	2	2
Total	100	100	100

*Less than 1%.

TABLE 90

USE OF BASE FACILITIES AND EARNINGS IN 1963 (DOD SAMPLE)

(In Percentages)

(Question: Do you use the facilities of a military installation or base--medical, post exchange, commissary, etc.?)

	Yes:		No:
	Uses Facilities Often	Uses Facilities Sometimes	Does Not Use
Officers:	(N=552)	(N=235)	(N=52)
None	4	2	4
Under \$2,000	4	7	10
\$2,000-4,000	14	13	27
\$4,000-6,000	29	24	33
\$6,000-8,000	21	20	11
\$8,000-10,000	15	13	6
\$10,000-12,000	6	7	-
\$12,000+	7	14	9
Total	100	100	100
Median Earnings	\$5,420	\$6,383	\$4,647
Enlisted Men:	(N=1242)	(N=491)	(N=219)
None	3	5	9
Under \$2,000	7	9	10
\$2,000-4,000	26	27	33
\$4,000-6,000	40	36	32
\$6,000-8,000	18	16	10
\$8,000-10,000	4	5	4
\$10,000-12,000	1	1	1
\$12,000+	1	1	1
Total	100	100	100
Median Earnings	\$4,718	\$4,517	\$3,863

TABLE 91
USE OF BASE FACILITIES AND DIFFICULTIES
OF SECURING FIRST CIVILIAN JOB
(DOD SAMPLE)
(In Percentages)

	Yes:		No:
	Uses Facilities Often	Uses Facilities Sometimes	Does Not Use
Officers:	(N=562)	(N=232)	(N=52)
No great difficulty	53	62	48
Some difficulty	26	18	14
Great difficulty	12	10	23
Did not seek employment	9	10	15
Total	100	100	100
Enlisted Men:	(N=1270)	(N=499)	(N=212)
No great difficulty	57	56	48
Some difficulty	24	20	23
Great difficulty	13	15	18
Did not seek employment	6	9	11
Total	100	100	100

3. Job-holders.--A varied pattern of adjustment to civilian employment emerges for the retired men in the BSSR and DOD surveys who were employed. The measures of adjustment obtained included data on types of employers and jobs, transfer of military skills, income and stability on the job.

a) Type of employer.--Prior to retirement, the men who participated in the BSSR survey expressed a strong interest in government employment; enlisted personnel gave the federal government a two to one preference over any other type of employer, whereas officers expressed equal preferences for business and government employment (Table 64). Actually, among job holders, the proportion of government employees was the same for officers and enlisted men (Table 92), and it was smaller than the proportion who would have liked to find government employment (11 per cent of the officers and 15 per cent of the enlisted men). In the case of officers, this is partly due to dual employment, dual compensation and conflict of interest regulations. More important may be the long delays many applicants encounter in the government hiring process, leading some to accept other work initially. Over time, the number of retired military men who work for government agencies apparently increases. When the DOD sample is compared with the BSSR cohort, there seems to be a shift away from business employment and toward the federal government. The proportion of retirees working for the federal government was 11 per cent for the officers and 26 per cent for enlisted men, while the proportion working for businesses had declined to 48 per cent (Table 93).

TABLE 92
TYPE OF EMPLOYER AMONG JOB HOLDERS (BSSR SAMPLE)
(In Percentages)

Type of Employer	Job Holders		Total (N=1575) ^a
	Officers (N=397)	Enlisted Men (N=1178)	
Large business (over 1000 employees)	28	24	25
Medium business (50-1000 employees)	12	19	17
Small business (fewer than 50 employees)	24	26	26
Educational institution	11	4	6
Medical institution	2	4	3
Federal government	11	15	14
State/local government	7	6	6
All other (including nonprofit)	5	2	3
Total	100	100	100

^aExcludes (51) class unknown and no answers.

TABLE 93
TYPE OF EMPLOYER (DOD SAMPLE)
(In Percentages)

Type of Employer	Job Holders		Total (N=2730) ^a
	Officers (N=830)	Enlisted Men (N=1900)	
Self-employed	10	8	9
Large business (over 2500 employees)	23	18	19
Medium business (50 - 2500 employees)	13	16	15
Small business (fewer than 50 employees)	11	14	14
Educational institution	9	3	5
Medical institution	1	2	1
Federal government	20	26	24
State/local government	8	8	8
All other (including nonprofit)	5	5	5
Total	100	100	100

^aExcludes (14) No answers.

Table 94 gives a detailed breakdown of the types of employers for whom the May 1964 retirees were working 6 months after their retirement. There is no decided concentration in any one sector although substantial numbers of officers are found in the insurance and real estate businesses (19 per cent). For enlisted men, the federal government (primarily the Defense and Post Office Departments) ranks high. What is most interesting is the wide scattering of these men throughout the civilian economy, as shown in Tables 92, 93 and 94. The dominant pattern especially for enlisted men, is in medium and small business establishments in a variety of plants and retail stores.

TABLE 94
TYPE OF EMPLOYER--DETAIL (BSSR SAMPLE)
(In Percentages)

Type of Employer	Job Holders		Total (N=1595) ^a
	Officers (N=399)	Enlisted Men (N=1196)	
Government	<u>18</u>	<u>20</u>	<u>20</u>
Department of Defense	8	8	8
Post Office Department	2	5	5
Other Federal government	2	2	2
State government	2	2	3
Local government	2	3	3
Institutional	<u>13</u>	<u>11</u>	<u>12</u>
Educational	10	4	6
Medical	2	5	4
Other (including nonprofit)	1	2	2
Financial	<u>23</u>	<u>8</u>	<u>11</u>
Insurance/real estate	19	6	9
Banking and other financial	4	2	2
Manufacturing	<u>17</u>	<u>20</u>	<u>20</u>
Aerospace, electronic	11	7	8
All other manufacturing	6	13	12
Retail Stores	<u>12</u>	<u>20</u>	<u>17</u>
Retail (durable goods)	4	6	5
Repair and service	3	3	3
Food and liquor	1	3	2
Restaurant	1	2	2
Auto agency, garage, service	3	6	5
Transportation and communication	<u>4</u>	<u>6</u>	<u>6</u>
Engineering and construction	<u>4</u>	<u>6</u>	<u>6</u>
Detective agencies	<u>1</u>	<u>3</u>	<u>2</u>
All others	<u>8</u>	<u>6</u>	<u>6</u>
Total	<u>100</u>	<u>100</u>	<u>100</u>

^aExcludes (32) unknown.

Educational level again accounts for the sharpest differences in employment (Table 95).

TABLE 95
EDUCATIONAL LEVEL AND TYPE OF EMPLOYER (BSSR SAMPLE)
(In Percentages)

Type of Employer	Educational Level				Total
	Not High School Graduate	High School Graduate	Some College	College Graduate	
Officers:	(N=24)	(N=42)	(N=184)	(N=146)	(N=396) ^a
Large business ^b	17	26	27	33	28
Medium business ^b	25	14	14	8	12
Small business ^b	25	37	31	12	24
Educational institution	-	2	4	24	11
Medical institution	4	5	1	2	2
Federal government	17	12	11	9	11
State/local government	12	2	8	5	7
All other (including nonprofit)	-	2	4	7	5
Total	100	100	100	100	100
Enlisted Men:	(N=368)	(N=605)	(N=191)	(N=14)	(N=1178)
Large business ^b	21	26	26	22	28
Medium business ^b	23	18	16	-	12
Small business ^b	32	23	23	14	24
Educational institution	4	4	3	22	11
Medical institution	4	4	4	7	2
Federal government	11	16	18	35	11
State/local government	4	6	9	-	7
All other (including nonprofit)	1	3	1	-	5
Total	100	100	100	100	100

^aExcludes (53) unknown.

^bSee Table 92, page 138.

Among officers who are college graduates, over half work either for large business establishments or for the federal government. Government employment is relatively more frequent than business among these with fewer years of education. For enlisted men the opposite holds true: government employment is more frequently reported by those who have more than a high school education. These findings suggest that the well-educated officer (usually also of a high rank) can choose between desirable alternatives (including affiliation with educational institutions which is desired by many, but for which few have the necessary qualifications). For the enlisted man who has gone beyond high school, the opportunities are more often in government, rather than in the business or educational sectors where his former rank may be a handicap.

Education differences, as well as the skill requirements of various occupations, account for the obvious differences in the kinds of jobs retirees took with various types of employers. This is shown in Table 96, which is based on the DOD data. While most of the findings are in the expected direction, some merit special comment.

A high proportion of the officers in the federal government are doing clerical or technical rather than administrative or professional work--no doubt, a reflection of the selection of federal employment by those less well qualified educationally. One fourth of the officers working as salesmen are self-employed--these no doubt, are predominantly men working on commission as are those who regard themselves as employees of real estate, insurance, or financial agencies. Those engaged in managerial-administrative work--the largest single category--are more likely to be found in large business establishments (Table 96).

TABLE 96

OCCUPATION AND TYPE OF EMPLOYER (DOD SAMPLE)
(In Percentages)

Occupation	Total N %	Type of Employer								
		Self- Employed	Large ^d Business	Medium ^d Business	Small ^d Business	Educa- tional Insti- tution	Medical Insti- tution	Federal Govern- ment	State and Local Government	All Other
		(N=85)	(N=188)	(N=110)	(N=93)	(N=78)	(N=6)	(N=162)	(N=66)	(N=44)
Officers:										
Engineering	74 99 ^a	1	60	14	1	5	-	9	6	3
Teaching	52 100	-	-	-	-	100	-	-	-	-
Other professional	56 99 ^a	12	14	5	2	4	4	23	14	21
Business and managerial	265 100	5	25	20	11	4	1	21	8	5
Sales	116 100	24	30	17	23	1	-	1	1	3
Clerical	30 100	-	13	10	10	10	-	43	7	7
Technical	64 100	3	22	11	12	3	2	37	3	2
Skilled and semi- skilled	24 99 ^a	29	25	8	25	-	-	8	4	-
Service	50 100	12	12	10	6	4	-	18	30	8
Other	101 100	21	4	8	14	2	-	37	9	5
Total ^b	832 100	10	23	13	11	9	1	20	8	5

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TABLE 96--Continued

Occupation	Total N	Total %	Type of Employer								
			Self- Employed	Large Business	Medium Business	Small Business	Educa- tional Insti- tution	Medical Insti- tution	Federal Govern- ment	State and Local Government	All Other
			(N=156)	(N=3,277)	(N=299)	(N=275)	(N=66)	(N=33)	(N=495)	(N=150)	(N=89)
Enlisted Men:											
Professional	90	100	3	28	9	7	12	-	24	11	6
Business and managerial	207	100	14	16	18	15	3	2	17	9	6
Sales	136	99 ^a	21	21	18	32	-	-	2	-	5
Clerical	126	100	-	14	13	12	2	6	45	6	2
Electronic technician	78	99 ^a	5	31	9	6	1	-	45	1	1
Medical, laboratory, engineering technician	65	100	-	34	11	1	5	15	28	6	-
Other technical	97	99 ^a	4	31	11	5	-	1	38	9	-
Skilled craftsman	302	100	9	19	15	18	3	-*	29	5	2
Skilled and semi- skilled factory worker	107	100	2	29	41	15	-*	-	12	-	1
Protective service	177	100	-	21	14	7	-*	1	23	28	6
Other service	177	100	13	11	10	23	8	3	14	7	11
Other	338	100	11	6	13	14	6	1	35	7	7
Total ^c	1900	100	8	18	16	14	3	2	26	8	5

*Less than 1%.

^aPercentages do not add to 100 because of rounding.

^bExcludes (1) no answer.

^cExcludes (11) no answers.

^dSee Table 93, page 139.

Enlisted men working in federal agencies frequently hold clerical and technical positions; whereas in state and local agencies, they are much more likely to be working in protective services as policemen and guards. When enlisted men work as salesmen (and quite a few of them do), it is often for small business establishments, particularly retail stores. Compared with officers doing sales work, they are less often self-employed or connected with large manufacturing, real estate or insurance establishments (Table 96).

b) Type of job.--Officers as well as enlisted men find work in a wide variety of fields (Tables 97 and 98). The diversity of jobs attests the broad range of "transferable skills" (or perhaps, more realistically, the generalized skill structure) which characterizes the military establishment. Yet certain areas of concentration stand out. And these, as we will show, are closely related to specific military career patterns.

Among the men in the BSSR sample, 29 per cent of the officers held business and managerial jobs, 24 per cent had professional jobs and another 24 per cent were salesmen. Among the enlisted men 29 per cent were doing skilled or semiskilled work, 23 per cent were in service-type jobs, and 16 per cent were in clerical jobs (Table 97).

Among earlier retirees represented in the DOD sample, 31 per cent of the officers were in businesses other than sales, 23 per cent in professional jobs, and only 14 per cent in sales work (Table 98). Among the DOD enlisted men, the largest group (36 per cent) were service workers and only 22 per cent were in skilled and semiskilled occupations. When data from the surveys are compared there appears to be a tendency for officers as well as enlisted men to accept sales or clerical jobs initially upon retirement, but to shift gradually to other fields. Highly competitive sales jobs, with remuneration depending only on commissions, are often easy to get, but many men find it quite difficult to make a

TABLE 97

TYPE OF CIVILIAN JOB HELD SIX MONTHS AFTER RETIREMENT
BY JOB HOLDERS (BSSR SAMPLE)
(In Percentages)

Type of Job	Job Holders		Total (N=1627)
	Officers (N=404)	Enlisted Men (N=1223)	
Professional	24	3	8
Business and managerial	29	11	16
Technical	6	7	7
Sales	24	10	13
Clerical	7	16	14
Skilled and semiskilled	18	29	23
Service and other	4	23	18
No answer	1	—*	1
Total	100	100	100

*Less than 1%.

TABLE 98

TYPE OF CIVILIAN JOB HELD AFTER RETIREMENT BY JOB HOLDERS (DOD SAMPLE)
(In Percentages)

Type of Job	Job Holders		Total (N=2644) ^a
	Officers (N=779)	Enlisted Men (N=1865)	
Professional	23	5	10
Business and managerial	31	11	17
Technical	8	13	11
Sales	14	7	9
Clerical	3	6	5
Skilled and semiskilled	3	22	16
Service and other	18	36	32
Total	100	100	100

^aExcludes (100) no answers.

sufficient income in this kind of work. Some evidence of this was supplied by the participants in the BSSR "intensive job-seeker" survey.

Rank at retirement and educational level differentiate men in various categories of civilian employment (Tables 99, 100 and 101). Age bears little relationship to the type of job held. Among officers, the degree holders are much more likely to work as professionals, and much less frequently in sales or clerical positions. The men who have some college, but no degree, have a profile quite similar to those who have no more than a high school diploma. This finding is consistent in this survey: for officers, the college degree is crucial in qualifying men for professional and upper-level business jobs; the job value of courses not part of a degree program is apparently minimal (Table 100). More over, it confirms the finding of earlier studies dealing with officers. Collings, making recommendations to his fellow officers about to retire, stressed that for men who had some college work but no degree, the completion of a degree program was a crucial investment.¹⁶

Among enlisted men, the comparable dividing line is the high school diploma. High school graduates are likely to find white-collar work; those who do not have a high-school diploma are much more likely to be employed as skilled workers or in service jobs. College courses, however, make a greater marginal contribution to occupational upgrading for enlisted men than for officers. Enlisted men who have done some college work are more likely to find employment in technical, sales and clerical work than those who have no more than a high school diploma.

¹⁶ Lt. Col. Kent J. Collings, "Should a Retiree Return to School," The Retired Officer May-June 1964.

TABLE 99
AGE AND OCCUPATION OF JOB HOLDERS (DOD SAMPLE)
(In Percentages)

Occupation	Age			Total
	35-40	41-46	47-52	
Officers:	(N=34)	(N=478)	(N=267)	(N=779) ^a
Professional	39	19	28	22
Business and managerial	9	20	19	20
Other business	16	11	13	12
Sales	17	15	12	14
Clerical	-	3	5	3
Technical	3	9	5	8
Skilled and semiskilled	-	3	3	3
Protective and other service	9	7	5	6
Other	17	13	10	12
Total	100	100	100	100
Enlisted Men:	(N=440)	(N=1159)	(N=266)	(N=1865) ^b
Professional	6	4	3	5
Business and managerial	5	5	3	5
Other business	7	7	5	6
Sales	8	7	5	7
Clerical	4	6	11	6
Technical	14	13	7	12
Skilled and semiskilled	24	21	19	22
Protective and other service	17	18	27	19
Other	15	19	19	18
Total	100	100	100	100

^aExcludes (34) No answers.

^bExcludes (46) No answers.

TABLE 100
POSTRETIREMENT JOB AND EDUCATION OF JOB HOLDERS (BSSR SAMPLE)
(In Percentages)

Postretirement Job	Educational Level				Total
	Not High	High	Some	College	
	School Graduate	School Graduate	College	Graduate	
Officers:	(N=24)	(N=45)	(N=187)	(N=147)	(N=403) ^a
Professional	4	4	13	48	24
Business and managerial	21	24	30	29	29
Technical	17	4	6	3	6
Sales	21	31	30	15	24
Clerical	12	13	11	1	7
Skilled and semiskilled	12	11	5	-	5
Service and other	8	7	4	3	4
No answer	4	4	-	1	1
Total	101 ^h	98 ^b	99 ^b	100	100
Enlisted Men	(N=390)	(N=622)	(N=196)	(N=15)	(N=1223)
Professional	-	4	6	34	3
Business and managerial	9	11	16	34	11
Technical	3	9	11	-	7
Sales	6	11	15	13	10
Clerical	11	17	22	13	16
Skilled and semiskilled	38	27	17	7	29
Service and other	33	21	13	-	23
No answer	1	-	-	-	1
Total	101 ^b	100	100	100	100

^aExcludes (1) unknown.

^bPercentages do not add to 100 because of rounding.

TABLE 101

PAY, RANK AND OCCUPATION (DOD SAMPLE)
(In Percentages)

Rank	Total N	Total %	Occupation								
			Professional	Business and Managerial	Other Business	Sales	Clerical	Technical	Skilled and Semiskilled	Protective and Other Service	Other
0-6	71	100	41	20	17	9	-	2	-	-	11
0-5	262	100	25	26	15	16	1	4	1	3	9
0-4	252	100	17	17	12	17	3	10	2	6	16
0-3	62	100	15	18	5	12	11	4	2	11	11
W-4	29	100	10	9	14	10	7	3	4	26	17
W-3	49	100	16	12	9	10	10	23	2	8	10
W-2	47	100	15	11	2	4	7	18	23	11	9
E-9	73	100	12	5	7	13	3	21	13	12	14
E-8	161	100	3	8	11	10	8	17	16	13	14
E-7	1044	100	7	5	7	7	7	13	22	19	17
E-6	423	100	2	3	4	7	6	10	24	26	18
E-5	142	100	2	4	4	5	4	3	20	35	23
Total ^a	2615	100	10	9	8	8	9	6	23	15	16

^aExcludes (129) unknown.

^aExcludes (129) unknown.

Rank and education are highly correlated. Higher ranking officers are most likely to be college graduates. This explains the concentration of retirees in professional occupations (engineers, teachers, and doctors) among the top ranked officers. High-ranking officers also are much more likely than O-3's or O-4's to find jobs as business executives (Table 101). Among enlisted men, rank and education operate in strictly parallel fashion: the men in the lower grades (those retired at the E-5 or E-6 levels) are much more likely to end up in service occupations than their higher-ranked fellow servicemen. Better education may have a multiplier effect leading to promotions within the service; and rank, in turn, contributing to superior civilian job status. A higher level of education is a major attribute in successfully negotiating the military career ladder, and in a successful civilian career.

c) Military skills and civilian jobs.--The relation of military skills to civilian jobs is difficult to assess in the absence of detailed job descriptions. It is particularly difficult to determine the precise nature of the civilian jobs obtained by our subjects. Judging from job titles, we find that close relationships between a civilian job and military occupational specialty occur only in a minority of cases. And the relationships obtain more often for enlisted men than for officers; probably because the military duties of many officers are of an administrative-managerial rather than technical-skilled nature. But, even among enlisted men, close correspondence between military specialty and civilian job is far from universal. As tables 102 and 103 show, even in the military specialties where transfer appears most likely (such as medical and dental specialists, electronic,

TABLE 102

MAJOR MILITARY SPECIALTY AND TYPE OF CIVILIAN JOB--OFFICERS (BSSR SAMPLE)
(In Percentages)

Major Military Specialty	Total N %	Type of Civilian Job					
		Professional	Business and Managerial	Technical	Clerical	Sales	Skilled and other
Command, management planning, intelligence and communications	88 100	24	32	3	5	25	6 5
Engineering	26 100	47	11	11	4	19	8 -
Professions (law, medical clergy, education)	18 100	60	11	6	-	17	- 6
Supply, transportation services	40 100	15	45	2	13	23	- 2
Personnel, finance, public relations, information	42 100	21	36	2	7	24	5 5
Security	4 100	-*	-*	-	-	-	- -
Aircraft	81 100	22	31	5	4	32	5 1
Ordnance maintenance and repair	34 100	9	21	18	9	28	15 -
Research and development and other	32 100	31	19	6	16	22	3 3
Enlisted Specialities	26 100	16	16	4	20	24	4 16
Total ^a	391 100	24	28	6	8	25	5 4

*Too few cases to compute percentages.

^aExcludes (13) unknown and no answer.

TABLE 103

LONGEST MILITARY SPECIALTY AND TYPE OF CIVILIAN JOB--ENLISTED MEN (BSSR SAMPLE)
(In Percentages)

Major Military Specialty	Total N	%	Type of Civilian Job						
			Professional	Business and Managerial	Technical	Clerical	Sales	Skilled, Service Semiskilled and other	
Combat	79	100	3	11	4	15	9	30	28
Electronic equipment repairs	79	100	8	6	31	11	10	24	10
Communications and intelligence specialists	49	100	4	14	10	10	16	27	19
Medical and dental specialists	40	100	2	2	35	8	8	20	25
Other technical specialists	35	100	6	14	20	9	28	17	6
Administration specialists and clerks	284	100	4	16	2	31	14	16	17
Electrical, mechanical equipment repairs	275	100	5	7	4	8	8	50	18
Craftsmen	89	100	1	8	4	12	4	57	14
Service and supply handlers	211	100	1	16	1	16	7	21	38
Officer specialties	17	100	6	18	22	12	12	12	18
Total ^a	1158	100	4	12	7	16	10	30	21

^aExcludes (65) no answers.

electrical and mechanical repairmen, craftsmen) it would appear, from the broad job categories, that no more than one third to one half had moved into directly comparable civilian jobs. More detailed breakdowns (based on hand tabulations for a few selected military specialties) confirm this impression. For example, we tabulated the civilian jobs held by 210 enlisted men who were aircraft or automotive mechanics and repairmen while in the service. Six months after retirement only 53 of the individuals had jobs as mechanics of some kind, 23 found jobs in the construction trades, 19 were drivers or operators of mechanical equipment, 19 were salesmen, 10 were policemen or guards, 26 others were working in the service field exclusive of the protective services and the remainder were holding miscellaneous other jobs. At most (including the drivers among those working in fields related to the military specialty), one third of these men were in civilian work clearly related to their military specialty. The situation is similar in other fields. Of 175 enlisted men whose major specialty (that in which worked for longest period of time) was in the administrative, personnel and clerical fields, 24 had jobs as bookkeepers; 19 had clerical jobs of other types, or executive-type jobs. Among the 104 men having food service specialties, 37 had jobs as cooks or bartenders, or as managers of eating and drinking establishments. Twenty among 47 radio and radar repairmen got jobs as electronic technicians making this probably the highest "carry-over" category.

Most officers, regardless of their experience in the military, tended to get jobs in the professions or in the business and commercial fields. The exception was the small group of those who retired as

officers and who had specialized in ordnance or in some fields usually the province of enlisted men. This group had correspondingly high placements in technical, clerical, sales or skilled and service jobs. When the sales and technical categories are counted as "professional and business jobs," the residual categories which include clerical and blue-collar occupations account for approximately 17 per cent of all officers (Table 102).

As was the case for enlisted men, the more detailed hand tabulations, give a better picture of the actual relation between military and civilian jobs. Among the 88 officers whose major specialty was in the command, management and planning field, 23 held civilian jobs classified in the executive, managerial and administrative or government official category, 22 were salesmen and 10 were either teachers or officials in schools and colleges. Of 81 officers whose major specialty was aircraft pilot or crew member, 25 held executive-managerial type jobs, 26 were salesmen, 7 were engineers, 9 were teachers or school officials, 4 were mechanics and only 3 were aviators. This very low employment of pilots in their specialty--combined with the relative high unemployment rate of men with this specialty--is noteworthy in view of the complaint by the air transportation industry of a severe shortage of air crew. The age of the retirees presumably is a primary factor, not only because some are now too old to qualify as pilots in commercial aviation, but also because the seniority system of the industry would require the retiree to stay too long in semiapprentice roles at very low pay.

Forty-two officers had specialties in personnel, public relations or finance. Of these, 10 hold executive administrative jobs, 6 are accountants, 10 are in sales and 6 are school or college officials. Among the 44 officers with professional background (engineering, medicine, law, clergy, education), 12 are in engineering, 6 in teaching and 7 in law, medicine or clergy. In addition, 8 are salesmen, 4 are electronics technicians and 5 are executives or managers.

Overall, these findings seem to indicate that officers whose military job specialties were in high-demand fields where there are currently shortages found themselves placed most easily in their own fields, but the relationships are not always as automatic and clearcut as one might expect. Some of the "slippage" may be voluntary--conceivably for some men a second career is the opportunity for a long-desired switch, for example, from engineering or law to the real estate business. However, our data suggest that the acceptance of nonprofessional work may have resulted from job finding difficulties as much as from voluntary decisions (Tables 104, 105). The finding is most clear for officers in the DOD sample who accepted a clerical job: 37 per cent of them reported "great difficulty" in finding a first job, whereas, overall, only about 14 per cent of the officers chose this answer (Table 104). Our consistent finding was that the same military specialty groups in which relatively large numbers of men were unemployed 6 months after retirement also turned out to have the largest proportion of unrelated placements and members who reported difficulties in job-finding. Consequently, we conclude there are very real transfer problems in some specialties, including those which were believed to have high civilian transferability, such as aircraft and engineering.

TABLE 104

OCCUPATION AND DIFFICULTY IN GETTING FIRST JOB
OFFICERS ONLY--(DOD SAMPLE)
(In Percentages)

Occupation	Total N %		Difficulty		
			No Difficulty	Some Difficulty	Great Difficulty
Engineering	71	100	69	24	7
Teaching	45	100	82	9	9
Other professional	47	100	62	34	4
Personnel work	30	100	40	43	17
Financial	34	100	67	21	12
Business and administration	92	100	65	25	10
Other business	98	100	61	25	14
Sales	103	100	60	23	17
Clerical	7	100	41	22	37
Skilled	17	100	35	47	18
Electronic technical	13	100	85	15	-
Medical, laboratory, engineering technical	12	100	58	25	17
Other technical	36	100	47	36	17
Protective services	30	100	60	27	13
Other	97	100	67	20	13
Total ^a	752	100	61	25	14

^aExcludes (81) no answers.

TABLE 105

OCCUPATION AND DIFFICULTY IN GETTING FIRST JOB
ENLISTED MEN ONLY--(DOD SAMPLE)
(In Percentages)

Occupation	Total N %		Difficulty		
			No Difficulty	Some Difficulty	Great Difficulty
Engineering	40	100	80	10	10
Other professional	41	100	78	22	-
Personnel work	32	100	60	31	9
Financial	21	100	81	14	5
Business and administration	30	100	70	17	13
Other business	121	100	69	22	9
Sales	117	100	74	15	11
Clerical	118	100	57	25	18
Skilled	285	100	62	22	16
Semiskilled	102	100	45	29	26
Electronic technical	73	100	62	34	4
Medical, laboratory, engineering technical	64	100	62	34	4
Other technical	91	100	67	22	11
Protective services	160	100	48	31	21
Service	162	100	59	27	14
Other	317	100	51	27	22
Total ^a	1774	100	60	25	15

^aExcludes (137) no answers.

Furthermore, not only in air transportation, but in other areas as well, nontransferability of seniority status is probably a greater employment barrier than nontransferability of skill.

This does not mean the men feel that their military experience was not helpful in obtaining the jobs they held. Well over half of the retired officers and enlisted men in the DOD sample selected the most positive answer ("helped a great deal") when asked if their military background helped qualify them for the work they are doing in civilian life (Tables 106, 107). Among the officers, over two thirds of the engineers, business executives and administrators, professional men, and technicians gave the most positive answer (Table 106). Conversely, as one might expect, only 22 per cent of the salesmen, 30 per cent of the clerical workers and 35 per cent of the teachers considered their military background to be of great help. Enlisted men who obtained higher-level and higher-skill jobs were more likely than officers to attribute this outcome to their military training. The officers, perhaps, felt their personal and educational qualifications played a larger part. Though not very great, the differences are consistently in the same direction. For example, of those doing personnel work, 63 per cent of the officers and 70 per cent of the enlisted men thought their military background was of great help. The comparable percentages for those in engineering and also for those working as medical laboratory and engineering technicians were 69 per cent of the officers, and 77 per cent of enlisted men. Among the enlisted men, except in the unskilled and semiskilled occupational categories, half or more of the job holders thought their military background had been of great help in qualifying them for civilian jobs.

TABLE 106

OCCUPATION AND MILITARY BACKGROUND AS HELP IN QUALIFYING FOR CIVILIAN JOBS--
JOB HOLDERS, OFFICERS ONLY--(DOD SAMPLE)
(In Percentages)

Occupation	Total N %		Military Background			
			Great Help	Some Help	Little Help	No Help at All
Engineering	74	100	69	19	8	4
Teaching	52	100	35	35	12	18
Other professional	56	100	70	11	7	12
Personnel work	32	100	63	22	6	9
Financial	36	100	49	28	6	17
Business and administration	95	100	67	27	5	1
Other business	104	100	63	25	7	5
Sales	116	100	22	37	19	22
Clerical	30	100	30	33	17	20
Skilled	24	100	52	13	10	25
Electronic technical	14	100	65	14	-	21
Medical, laboratory, engineering technical	13	100	69	8	-	23
Other technical	36	100	69	22	3	6
Protective services	33	100	55	18	24	3
Other	118	100	40	16	10	34
Total	833	100	51	24	10	15

TABLE 107

OCCUPATION AND MILITARY BACKGROUND AS HELP IN QUALIFYING FOR CIVILIAN JOBS--
JOB HOLDERS, ENLISTED MEN ONLY--(DOD SAMPLE)
(In Percentages)

Occupation	Total N %		Military Background			
			Great Help	Some Help	Little Help	No Help at All
Engineering	42	100	77	14	2	7
Other professional	48	100	71	19	6	4
Personnel work	33	100	70	21	3	6
Financial	21	100	57	14	24	5
Business and administration	31	100	78	16	3	3
Other business	126	100	58	25	11	6
Sales	137	100	35	20	14	31
Clerical	127	100	47	19	17	17
Skilled	301	100	63	15	7	15
Semiskilled	105	100	31	19	15	35
Electronic technical	78	100	82	13	1	4
Medical, laboratory, engineering technical	65	100	77	12	6	5
Other technical	97	100	71	17	10	2
Protective services	177	100	54	26	12	8
Service	182	100	38	20	10	32
Other	337	100	30	17	17	36
Total ^a	1907	100	51	19	11	19

^aExcludes (4) not working.

The complexities of skill transference stimulated us to devise an "independent" approach to the issue in the search for another objective measure. All of the military occupational specialties of the men in the BSSR sample were rated on a 3 point scale in terms of the degree, if any, of potential skill transference or relationship to civilian occupations with similar technical and skill requirements. The military specialties in the first category have a high, or fairly high degree of skill transference to very similar occupations in civilian life: they include physicians, aircraft pilots and the various skilled craftsmen and technical specialists. In the second category are such specialties as command, management, personnel, administration and finance among officers and many of the administrative, technical, and service occupations of enlisted men; all of which have some skill transference to civilian jobs, but to a lesser degree. The third category includes those specialties in which there is little or no obvious skill transference, such as combat, intelligence and communication and ordnance specialties.

Insofar as getting placed in a job was concerned, there were no pronounced and consistent differences between the categories. Among the officers, 82 per cent of the group with little skill transference were employed compared with only 70 per cent of the group with a high degree of skill transference (Table 108). This difference, however, is largely due to the decision by many of the professional men in the first category to study immediately following retirement, probably to improve their professional qualifications and adaptability to civilian work. Among the job holders, men in the high transferability specialties were more likely to be engaged in civilian jobs with comparable requirements, but the rate of "slippage" is quite high.

TABLE 108

DEGREE OF SKILL TRANSFERABILITY OF MAJOR MILITARY SPECIALTY
AND JOB STATUS (BSSR SAMPLE)
(In Percentages)

Degree of Transferability	Total		Job Status		
	N	%	Job Holder	Job Seeker	Other
Officers:			(N=404)	(N=93)	(N=74)
High	73	100	70	11	19
Medium	402	100	68	19	13
Low	96	100	82	9	9
Total	571	100	71	16	13
Enlisted Men:			(N=1154)	(N=311)	(N=49)
High	404	100	78	19	3
Medium	820	100	75	21	4
Low	290	100	76	21	3
Total ^a	1514	100	76	21	3

^aExcludes (100) unknown.

Thus, among officers whose military occupation had a high degree of skill transference, only 49 per cent had civilian jobs which were closely, or fairly closely, related in skills (Table 109). Among officers with military backgrounds of medium or low skill transferability the comparable percentage dropped to 23 per cent and 14 per cent respectively. Among the enlisted men, only 34 per cent of the high skill transference group had closely related civilian jobs, while 26 per cent and 18 per cent respectively of medium and low skill transference had closely related civilian jobs.

TABLE 109

RELATIONSHIP OF SKILL OF CIVILIAN JOB TO MILITARY BACKGROUND
AMONG JOB HOLDERS (BSSR SAMPLE)
(In Percentages)

Degree of Transferability	Total N %		Relationship Civilian Job		
			High, Fairly High	Some Degree	Little or None
Officers:			(N=98)	(N=203)	(N=103)
High	51	100	49	31	20
Medium	275	100	23	55	22
Low	78	100	14	43	43
Total	404	100	24	50	26
Enlisted Men.			(N=310)	(N=487)	(N=357)
High	318	100	34	30	36
Medium	614	100	26	48	26
Low	222	100	18	45	37
Total ^a	1154	100	27	42	31

^aExcludes (69) unknown.

Thus, altogether, fewer than half of the men presumably most eligible for directly comparable civilian jobs actually were working in such occupations.

What these findings suggest, perhaps, is that while specific skills acquired in the military are unquestionably an asset, especially in fields where there are acute personnel shortages, this is only one part of the picture, and not necessarily the most significant one. From the detailed data collected in the employer and counselor surveys conducted as part of our intensive study, it appears that the retired serviceman is evaluated

in common-denominator civilian terms rather than on the basis of his specific military-acquired skills. This means primarily education, plus personality-type qualifications, for which rank achieved is one indicator.¹⁷ There is also more indirect evidence in our survey material that in the majority of cases, specific job matching probably was not attempted by employers either at the time these men were hired or assigned. As will be shown in a later section of this report, the retirees' own perceptions point to a feeling of relatively low utilization of their military skills in their civilian occupations, contrary to their expectations.

d) Income.--Considering the job qualifications of the military retired population, the civilian incomes they earned in 1963 and 1964 appear to be distinctly low. The median income of officers from the DOD sample was \$6,130 in 1963--after 1 to 3 years in the civilian labor market. Their colleagues who retired later in 1964 and who were surveyed 6 months after retirement did somewhat better: their median income was \$7,785. Enlisted men's incomes also were lower for the earlier cohort: \$4,690 for those surveyed in 1963, \$4,730 for the more recent retirees. (Tables 110, 111).

The importance of rank and educations as they affect the retirees' chances in the job market, is dramatically illustrated by income differences. In the DOD sample, officers who retired at the O-6 grade had a median salary of \$9,500 compared with \$6,705 for O-5's, \$5,840 for O-4's and \$5,135 for O-3's.

¹⁷ The only instance in which specific military experiences are probably an important asset is employment in government and defense industries, where certain technical or bureaucratic know-how or personal connections might be an asset. It should be noted, however, that these surveys show fewer than 30 per cent (20 per cent in the DOD survey and 28 per cent in the BSSR-OMAT study) of all officer respondents working for large business establishments, of which defense industries are only one subgroup. For enlisted men the proportion is even lower.

TABLE 110
JOB STATUS AND INCOME
(DOD SAMPLE)
(In Percentages)

Income	Job Holders	
	Officers (N=807) ^a	Enlisted Men (N=1869) ^b
Under \$2,000	5	8
\$2,000 - 3,999	15	27
\$4,000 - 5,999	29	40
\$6,000 - 7,999	21	18
\$8,000 - 9,999	15	5
\$10,000 - 11,999	6	1
\$12,000 or more	9	1
Total	100	100
Median Income	\$6,130	\$4,690

^aExcludes (26) no answers.

^bExcludes (42) no answers.

TABLE 111
JOB STATUS AND INCOME
(BSSR SAMPLE)
(In Percentages)

Income	Job Holders	
	Officers (N=395) ^a	Enlisted Men (N=1187) ^b
Under \$3,000	3	13
\$3,000 - 3,999	6	20
\$4,000 - 4,999	14	24
\$5,000 - 7,499	25	32
\$7,500 - 9,999	17	4
\$10,000 - 14,999	13	1
\$15,000 or more	7	-
Commission only	15	6
Total	100	100
Median Income	\$7,785	\$4,730

^aExcludes (45) no answers.

^bExcludes (36) no answers.

The O's, in fact, did less well than warrant officers (Table 112).

Among the top three grades of enlisted men, the differences in median income are small; E-9, \$5,120, E-8, \$5,310, and E-7, \$4,970. There is, however, a substantial drop at the E-6 grade to \$4,280 and a further sharp drop to \$3,030 for the retired E-5's.

TABLE 112
RANK AND INCOME ON JOB
(DOD SAMPLE)
(In Percentages)

Income	Rank							Total
	O-6	O-5	O-4	O-3	W-4	W-3	W-2	
Officers:	(N=67)	(N=258)	(N=244)	(N=59)	(N=27)	(N=46)	(N=46)	(N=747) ^a
Under \$2,000	6	5	5	3	4	6	4	5
\$2,000 - 3,999	9	12	16	26	26	20	20	16
\$4,000 - 5,999	10	25	31	37	26	39	33	28
\$6,000 - 7,999	18	21	22	19	22	20	28	21
\$8,000 - 9,999	9	19	15	7	15	13	15	15
\$10,000 - 11,999	10	7	7	5	7	-	-	6
\$12,000 or more	38	11	4	3	-	2	-	9
Total	100	100	100	100	100	100	100	100
Median Income	\$9,500	\$6,705	\$5,840	\$5,135	\$5,570	\$5,221	\$5,600	\$6,110

Income	Rank					Total
	E-9	E-8	E-7	E-6	E-5	
Enlisted Men:	(N=70)	(N=156)	(N=1023)	(N=411)	(N=137)	(N=1797) ^b
Under \$2,000	7	4	5	10	27	8
\$2,000 - 3,999	23	21	24	34	46	27
\$4,000 - 5,999	36	38	44	40	20	40
\$6,000 - 7,999	20	27	20	12	7	18
\$8,000 - 9,999	13	5	5	3	-	5
\$10,000 - 11,999	1	2	1	1	-	1
\$12,000 or more	-	3	1	-	-	1
Total	100	100	100	100	100	100
Median Income	\$5,120	\$5,310	\$4,970	\$4,280	\$3,030	\$4,725

^aExcludes (86) no answers.

^bExcludes (114) no answers.

In the 1964 cohort, officers who were college graduates had a median income of \$9,490; for those who did not graduate from high school it was \$5,830 (Table 113).

TABLE 113
EDUCATIONAL LEVEL AND EARNED INCOME OF RETIREE
JOB HOLDERS (BSSR SAMPLE)
(In Percentages)

Earned Income	Educational Level				Total
	Not High School Graduate	High School Graduate	Some College	College Graduate	
Officers:	(N=24)	(N=43)	(N=183)	(N=145)	(N=395) ^a
Under \$3,000	12	2	3	2	3
\$3,000 - 3,999	4	9	9	1	6
\$4,000 - 4,999	21	19	17	6	14
\$5,000 - 7,499	38	25	26	23	25
\$7,500 - 9,999	4	19	14	22	17
\$10,000 - 14,999	4	5	10	22	13
\$15,000 or more	-	2	3	14	7
Commission only	17	19	18	10	15
Total	100	100	100	100	100
Median Income	\$5,830	\$6,930	\$6,995	\$9,490	\$7,785
Enlisted Men:	(N=373)	(N=608)	(N=192)	(N=14)	(N=1187)
Under \$3,000	19	11	8	14	13
\$3,000 - 3,999	27	17	16	1	20
\$4,000 - 4,999	21	27	18	14	24
\$5,000 - 7,499	25	34	41	44	32
\$7,500 - 9,999	3	4	8	7	4
\$10,000 or more	1	1	3	7	1
Commission only	4	6	6	14	6
Total	100	100	100	100	100
Median Income	\$4,185	\$4,815	\$5,500	\$6,250	\$4,730

^aExcludes (45) unknown.

The median income for enlisted men without a high school diploma was \$4,185 compared with \$4,815 for high school graduates and \$6,250 for college graduates. The findings for the DOD group are similar (Table 114).

TABLE 114
EDUCATIONAL LEVEL AND EARNED INCOME OF RETIREE
JOB HOLDERS (DOD SAMPLE)
(In Percentages)

Earned Income	Educational Level				Total
	Not High School Graduate	High School Graduate	Some College	College Graduate	
Officers:	(N=15)	(N=148)	(N=420)	(N=224)	(N=807) ^a
Under \$2,000	-	7	5	5	5
\$2,000 - 3,999	7	21	17	7	15
\$4,000 - 5,999	33	40	29	20	29
\$6,000 - 7,999	40	20	24	17	21
\$8,000 - 9,999	13	7	18	13	15
\$10,000 - 11,999	7	2	5	12	6
\$12,000 or more	-	3	2	26	9
Total	100	100	100	100	100
Median Income	\$6,500	\$5,120	\$5,920	\$8,140	\$6,130
Enlisted Men:	(N=347)	(N=1096)	(N=412)	(N=14)	(N=1869) ^b
Under \$2,000	16	7	6	-	8
\$2,000 - 3,999	34	30	18	7	27
\$4,000 - 5,999	33	40	43	50	40
\$6,000 - \$7,999	14	17	22	36	18
\$8,000 - \$9,999	2	4	8	7	5
\$10,000 - 11,999	1	1	1	-	1
\$12,000 or more	-	1	2	-	1
Total	100	100	100	100	100
Median Income	\$3,955	\$4,640	\$5,240	\$5,710	\$4,690

^aExcludes (26) no answers.

^bExcludes (42) no answers.

Age and income are inversely related, with the negative effect of age most marked among enlisted men. The median income for the 40 and under age range is \$5,280; it drops to \$4,035 for the 47-52 age range (Table 115). Among officers, the relationship is more complex. The small proportion of officers in the 40 and under age range had the highest median income (\$7,200). But, those in the 47-52 age range had a higher median income than those in the 41-46 year interval. Thus, for officers, the effect of age is less clear and less important than the effect of rank and education. Age at retirement, rank and education are interdependent variables because of promotion and retention policies.

TABLE 115
AGE AND EARNED INCOME OF RETIREE
JOB HOLDERS (DOD SAMPLE)
(In Percentages)

Earned Income	Age			Total
	35-40	41-46	47-52	
Officers:	(N=32)	(N=465)	(N=256)	(N=753) ^a
Under \$2,000	3	5	6	5
\$2,000 - 3,999	16	17	13	15
\$4,000 - 5,999	22	28	30	29
\$6,000 - 7,999	16	22	20	21
\$8,000 - 9,999	9	15	14	15
\$10,000 - 11,999	12	5	8	6
\$12,000 or more	22	8	9	9
Total	100	100	100	100
Median Income	\$7,200	\$6,010	\$6,155	\$6,090
Enlisted Men:	(N=428)	(N=1134)	(N=255)	(N=1817) ^b
Under \$2,000	7	8	10	8
\$2,000 - 3,999	22	27	38	27
\$4,000 - 5,999	42	41	35	40
\$6,000 - 7,999	23	17	13	18
\$8,000 - 9,999	4	5	2	5
\$10,000 - 11,999	1	1	1	1
\$12,000 or more	1	1	1	1
Total	100	100	100	100
Median Income	\$5,280	\$4,720	\$4,035	\$4,715

^aExcludes (80) no answers.

^bExcludes (94) no answers.

Officers, with military backgrounds in research and development and in the professions (law and medicine), tended to have the best paying jobs, with respective median salaries of \$10,570 and \$9,500. These men, of course, are college graduates, and many have a graduate or professional degree. The median salary among the other military occupational groups ranged from \$5,515 in the personnel and administration group to \$7,600 for the finance, accounting and budgeting group. Among enlisted men, those with an electronic background had a median salary of \$5,570, compared with \$5,085 for other technicians. The lowest paid were those with a background in combat arms and services; their median salaries did not reach \$4,000 (Table 116).

TABLE 116
MILITARY SPECIALTY AND MEDIAN INCOME
JOB HOLDERS (DOD SAMPLE)

Military Specialty	Number	Median Income
Officers		
Personnel and administration	13	\$ 5,515
Medical, law and other professional	11	9,500
Line	103	6,125
Staff	125	5,715
Supply and transport	99	6,165
Ordnance and maintenance	96	6,180
Signal-electronics, communications	47	6,900
Engineering	58	7,365
Finance and accounting	48	7,600
Research and development	37	10,570
Other	26	6,200
Enlisted Men		
Combat	134	\$ 3,980
Electronic technician	219	5,570
Other technical	137	5,085
Administrative and clerical	411	4,510
Mechanical and repair	585	4,845
Craftsman	110	4,640
Services	173	3,790
Other	80	5,000

Table 117 shows the 1965 median incomes for officers and enlisted men in the various civilian occupational groupings. The officers in engineering had a median income of \$9,695 while those in managerial, executive and administrative positions had median salaries of \$8,585. Other median salaries ranged from \$3,430 for service occupations to \$7,460 for professional occupations other than engineering or teaching. Median incomes for the enlisted men ranged from \$6,815 for engineering positions to \$3,630 for service occupations. In professional and managerial occupations, the median incomes of enlisted men are substantially less than those for officers but not in technical and skilled jobs. Among electronics and other technicians, skilled craftsmen, and service workers, former enlisted men tend to earn more than ex-officers.

TABLE 117
OCCUPATION AND MEDIAN INCOME
JOB HOLDERS (DOD SAMPLE)

Occupation	Officers		Enlisted Men	
	Number	Median Income	Number	Median Income
Engineering	72	\$9,695	42	\$6,815
Teaching	51	4,900	-	-
Other professional	54	7,460	45	6,120
Personnel work	32	5,365	32	4,830
Financial	36	5,915	21	4,750
Business and administration	94	8,585	29	6,750
Other business	100	7,260	120	5,730
Sales	108	5,275	132	4,430
Clerical	28	4,625	121	3,965
Electronic technician	13	5,750	77	6,170
Medical, lab,				
engineering technician	13	5,665	65	5,960
Other technical	34	6,710	96	5,925
Skilled craftsman	22	4,335	284	4,995
Skilled and semiskilled				
factory work	-	-	100	4,220
Protective services	31	4,750	171	4,150
Other service	15	3,430	171	3,630
Other	98	4,965	324	4,235

The examination of Tables 117 and 118 indicates that the low median incomes for the retired population as a whole are due chiefly to the placement of many men--both officers and enlisted men--in relatively unskilled jobs: clerical work, sales, and protective and other services for officers; clerical and service jobs for enlisted men. In business, professional and technical occupations, it would appear that former military men are relatively well paid. Thus, there seems to be little evidence that these men tend to settle for low-paying jobs because of the availability of retirement income; rather, the pay problems that are in evidence are due to retirees, especially those with low levels of education, being unable to enter better-paying occupations, and settling, therefore, for unskilled occupations in which low wage rates prevail.

e) Job stability.--For most of the retirees, the first job accepted following retirement turns out to be a permanent one. It would not be unreasonable to assume that, given the variety of tasks with which they had had experience during military life, these men might try several different jobs before settling on some kind of second career employment. But, for the majority, this was not the case. In the BSSR sample, 6 months after retirement only 14 per cent of the officers and 27 per cent of the enlisted men had had two or more jobs (Table 119). Among the 1961-1963 retirees in the 1963 DOD sample, fewer than half--35 per cent of the officers and 46 per cent of the enlisted men--had held two or more jobs since retirement (Table 120). Among officers and enlisted men, age seems to have very little relationship to the total number of jobs held (Table 121).

TABLE 118

OCCUPATION AND EARNED INCOME OF ENLISTED MEN
(JOB HOLDERS--DOD SAMPLE)
(In Percentages)

Occupation	Total N %		Income						
			Under \$2,000	\$2,000 -3,999	\$4,000 -5,999	\$6,000 -7,999	\$8,000 -9,999	\$10,000 -11,999	\$12,000 or more
Engineering	42	100	5	7	29	26	26	5	2
Other professional	45	100	2	11	36	38	9	-	4
Personnel work	32	100	6	22	56	13	-	3	-
Financial	21	100	10	28	38	24	-	-	-
Business and administration	29	100	-	14	28	28	14	9	7
Other business	120	100	2	18	34	31	11	2	2
Sales	132	100	11	33	26	17	8	1	4
Clerical	121	100	5	46	43	6	-	-	-
Electronic technician	77	100	3	8	36	41	10	1	1
Medical, lab, engineering technician	65	100	3	12	37	34	9	3	2
Other technical	96	100	-	9	43	38	9	1	-
Skilled craftsman	289	100	6	21	46	23	3	1	-
Skilled and semi-skilled factory work	100	100	10	36	41	12	1	-	-
Protective services	171	100	6	41	40	11	2	-	-
Other services	171	100	14	44	36	5	1	-	-
Other	324	100	14	30	46	7	2	-	1
Total	1835 ^a	100	8	28	40	18	4	1	1

^aExcludes (76) no answers.

TABLE 119
NUMBER OF JOBS HELD SINCE RETIREMENT BY JOB HOLDERS
(BSSR SAMPLE)
(In Percentages)

Number of Jobs	Officers (N=400)	Enlisted Men (N=1199)	Total ^a (N=1599)
1	86	73	77
2	13	22	20
3	1	4	3
4 or more	—*	1	—*
Total	100	100	100

*Less than 1 per cent.

^aExcludes (28) no answers.

TABLE 120
NUMBER OF JOBS HELD SINCE RETIREMENT BY JOB HOLDERS
(DOD SAMPLE)
(In Percentages)

Number of Jobs	Officers (N=784)	Enlisted Men (N=1899)	Total ^a (N=2683)
1	65	54	57
2	9	9	9
3	17	24	22
4	6	9	8
5 or more	3	4	4
Total	100	100	100

^aExcludes (61) no answers.

TABLE 121
NUMBER OF JOBS HELD SINCE RETIREMENT BY AGE (DOD SAMPLE)
(In Percentages)

Number of Jobs	Age			Total
	Under 41	41-46	47-52	
Officers:	(N=34)	(N=480)	(N=270)	(N=784) ^a
1	82	61	70	65
2	6	10	9	9
3	9	20	14	17
4	3	6	4	6
5 or more	-	3	3	3
Total	100	100	100	100
Enlisted Men:	(N=444)	(N=1177)	(N=278)	(N=1899) ^b
1	56	54	50	54
2	11	8	8	9
3	20	25	24	24
4	9	9	12	9
5 or more	4	4	6	4
Total	100	100	100	100

^aExcludes (49) no answers.

^bExcludes (12) no answers.

However, there is a relationship between retirement rank and the proportion of men who had held more than one job: those who held higher military ranks were more stable. Only 20 per cent of the O-6 retirees had held more than one job, compared with 42 per cent of the O-3 retirees. Thirty-five per cent of E-9 retirees had had more than one job; but, among E-5 retirees, the proportion of multiple job holders jumps to 58 per cent (Table 122). In all cases, the higher ranked officers were clearly the most stable employees--perhaps because they had had the least difficulty in locating appropriate and well-paid jobs, as was previously shown.

Employment stability is much more prevalent in certain civilian occupations than in others. Among the DOD officers who had been on retired status from 1 to 3 years, 85 per cent of the engineers and 80 per cent of the teachers had had only one job since retirement (Table 123). But, 54 per cent of the medical, laboratory, engineering technicians, 53 per cent of the clerical workers and 48 per cent of the craftsmen had had two or more jobs since retirement. There are no occupations held by enlisted men which match the stability of ex-officers who are teachers or engineers (Table 124). The very highest proportions of stable employees were found in finance, managerial and related occupations and sales.

In general, job stability patterns accord with expectations: those in professional, managerial and white-collar occupations experience less turnover than those in blue-collar occupations--in part because white-collar and professional workers are less likely to be laid off in slack periods. The data also suggest that officers who have settled for occupations incongruent with their former high status (skilled craftsman, medical or lab technician, or other miscellaneous occupations) are most likely to undergo frequent job changes.

TABLE 122

NUMBER OF JOBS HELD SINCE RETIREMENT BY RANK (DOD SAMPLE)
(In Percentages)

Rank	Total N %		Number of Jobs				
			1	2	3	4	5 or More
Officer	652	100	69	8	17	5	2
O-6	71	100	80	4	8	3	1
O-5	266	100	71	10	40	7	2
O-4	253	100	64	6	53	18	6
O-3	62	100	58	13	10	5	3
Warrant	125	100	53	13	17	8	7
W-4	30	100	71	13	13	-	3
W-3	49	100	55	10	25	4	6
W-2	46	100	40	15	17	17	11
Enlisted	1877	100	54	9	24	9	4
E-9	74	100	65	9	14	9	3
E-8	163	100	60	9	26	3	2
E-7	1059	100	54	8	23	10	5
E-6	434	100	53	9	26	9	3
E-5	147	100	42	15	24	13	6
Total ^a	2654	100	57	9	22	8	4

^aExcludes (90) no answers.

TABLE 123

NUMBER OF JOBS HELD SINCE RETIREMENT BY OCCUPATION
(OFFICERS ONLY--DOD SAMPLE)
(In Percentages)

Occupation	Total N %		Number of Jobs			
			1 (N=620)	2 (N=144)	3 (N=46)	4 or more (N=22)
Engineering	74	100	85	4	8	3
Teaching	51	100	80	10	6	4
Other professional	55	100	74	5	16	5
Personnel work	32	100	63	6	25	6
Financial	36	100	61	8	28	3
Business and administration	95	100	77	7	10	6
Other business	104	100	68	8	17	7
Sales	116	100	62	8	21	9
Clerical	30	100	47	30	20	3
Skilled craftsman	24	100	52	4	20	24
Electronic technician	14	100	65	14	14	7
Medical, lab, engineering technician	13	100	46	8	31	15
Other technical	37	100	51	14	24	11
Protective services	33	100	61	9	21	9
Other	118	100	57	8	20	15
Total ^a	832	100	75	17	6	2

^aExcludes (1) no answer.

TABLE 124

NUMBER OF JOBS HELD SINCE RETIREMENT BY OCCUPATION
(ENLISTED MEN ONLY--DOD SAMPLE)
(In Percentages)

Occupation	Total N %		Number of Jobs			
			1 (N=1211)	2 (N=449)	3 (N=171)	4 or more (N=80)
Engineering	42	100	60	12	21	7
Other professional	48	100	62	12	17	9
Personnel work	33	100	52	3	27	18
Financial	21	100	76	-	24	-
Business and administration	31	100	61	13	16	10
Other business	125	100	68	3	21	8
Sales	136	100	64	4	21	11
Clerical	126	100	52	9	26	13
Skilled craftsman	302	100	48	7	26	19
Skilled, semiskilled factory work	107	100	51	7	26	16
Electronic technician	78	100	60	13	19	8
Medical, lab, engineering technician	67	100	58	6	30	6
Other technical	97	100	57	7	28	8
Protective services	176	100	56	10	22	12
Services	182	100	55	9	19	17
Other	340	100	48	13	25	14
Total	1911	100	63	24	9	4

4. Postretirement perspectives, long-term expectations and training needs: job holders and job seekers.

a) Assets and handicaps.--The variation in the retirees' pre- and postretirement assessments of several assets and handicaps was often great. Prior to retirement, the great majority of the men were fairly sanguine about their postretirement prospects. While they anticipated some difficulty in securing a suitable and satisfactory job, they were convinced that ultimately the civilian world would recognize their skills (which they evaluated as equal or superior to those of civilians with whom they were about to compete), and that eventually they would be much better off in their second careers than they had been in the service (see p. 86). Their main concern was that their age might be a handicap in the labor market and, to a lesser extent, that company practices and policies might result in discrimination against them. Former military status, on the other hand, was more often believed to be an advantage in the job search than a handicap (see p. 88).

In a series of turnover tables (Tables 125-138), the differences between the pre- and postretirement assessments of various factors affecting job chances are shown for both job holders and the "hard core" job seekers--those still looking for work 6 months after retirement. Among enlisted men who originally said their age would definitely decrease their job chances, fewer than half of the job holders actually found this to be true (Table 125). Of those originally pessimistic, the majority found age to be either a neutral or a positive factor. On the other hand, among the "hard core" job seekers (whose age distribution was similar to that of job holders), much of the blame for failure was put on age, even by the men who had not originally been fearful about it (Table 126).

TABLE 125
EXPECTED AND ACTUAL EFFECT OF AGE ON JOB CHANCES
(JOB HOLDERS ONLY--BSSR SAMPLE)
(In Percentages)

Preretirement Expectations	Total		Postretirement Assessment				
	N	%	Definitely Decreased Chances	May Have Decreased Chances	Neither	May Have Increased Chances	Definitely Increased Chances
Definitely will decrease my chances							
Officers	113	100	46	24	21	9	-
Enlisted Men	260	100	43	21	30	5	1
May decrease my chances							
Officers	176	100	16	28	43	12	1
Enlisted Men	532	100	24	26	39	9	2
Will neither increase nor decrease my chances							
Officers	53	100	4	25	45	17	9
Enlisted Men	182	100	10	20	61	7	2
May increase my chances							
Officers	10	100	-	10	30	30	30
Enlisted Men	32	100	12	22	44	10	12
Definitely will increase my chances							
Officers	3	100	-	33	-	67	2
Enlisted Men	17	100	18	12	23	18	29
Total							
Officers ^a	355	100	23	26	35	13	3
Enlisted Men ^b	1023	100	26	24	40	8	2

^aExcludes (49) no answers.

^bExcludes (200) no answers.

TABLE 126

EFFECT OF AGE ON JOB CHANCES; PRE- AND POSTRETIREMENT EXPECTATIONS
(JOB SEEKERS ONLY--BSSR SAMPLE)
(In Percentages)

Preretirement Expectations	Total		Postretirement Statements				
	N	%	Definitely Decreased Chances	May Have Decreased Chances	Neither	May Have Increased Chances	Definitely Increased Chances
Definitely will decrease my chances							
Officers	23	100	87	9	-	4	-
Enlisted Men	83	100	74	23	2	-	1
May decrease my chances							
Officers	45	100	47	44	9	-	-
Enlisted Men	133	100	46	37	14	2	1
Will neither increase nor decrease my chances							
Officers	10	100	20	60	20	-	-
Enlisted Men	27	100	15	44	37	-	4
May increase my chances							
Officers	1	100	-	-	-	100	-
Enlisted Men	9	100	22	45	22	11	-
Definitely will increase my chances							
Officers	2	100	50	50	-	-	-
Enlisted Men	2	100	50	-	-	-	50
Total							
Officers ^a	81	100	55	36	7	2	-
Enlisted Men ^b	254	100	51	33	13	1	2

^aExcludes (12) no answers.

^bExcludes (80) no answers.

In the experience of job holders, former military status was indeed an asset, even among men who had shown some apprehension about it prior to retirement. Only a few thought that their former military status had handicapped their job search. Over-all, 53 per cent of the officers and 44 per cent of the enlisted men felt they had derived some advantage from it. (The job seekers were less positive, but they also tended to minimize their military status as a possible detriment.) (See Tables 127, 128, pages 185, 186.)

Company hiring practices--another perceived problem area--was considered to be a source of difficulty by only 20 per cent of the job holders. In this, too, those originally pessimistic revised their views rather thoroughly. Job seekers, on the other hand, selected this area as the primary cause of their difficulties. (See Tables 129, 130, pages 187, 188.)

Dual compensation laws apparently affected relatively few of these men. (See Tables 131, 132, pages 189, 190.)

As to the effect of automation, only a small number of the job seekers--both officers and enlisted men--considered it to be a source of their troubles. (See Tables 133, 134, pages 191, 192.)

Labor union policies were not seen as a problem--not even by job seekers. (See Tables 135, 136, pages 193, 194.)

Thus, the majority of job holders, when assessing factors affecting their job search, tended to attribute relatively low weights to structural elements in the labor market. Like most Americans, they undoubtedly believe their employment opportunities are primarily determined by their personal worth to an employer--their skills, their willingness and capacity to work, and their ability to supervise or accept supervision. This set of beliefs could be inferred from the preretirement responses and from data obtained in the more detailed job seekers' survey. This belief system was basically intact 6 months after their retirement, although shaken somewhat by the men's experiences.

TABLE 127

EXPECTED AND ACTUAL EFFECT OF RETIRED MILITARY STATUS ON JOB CHANCES
(JOB HOLDERS ONLY--BSSR SAMPLE)
(In Percentages)

Preretirement Expectations	Total		Postretirement Assessment				
	N	%	Definitely Decreased Chances	May Have Decreased Chances	Neither	May Have Increased Chances	Definitely Increased Chances
Definitely will decrease my chances							
Officers	14	100	22	7	22	35	14
Enlisted Men	48	100	23	19	28	15	15
May decrease my chances							
Officers	77	100	16	23	23	33	5
Enlisted Men	230	100	7	25	34	25	9
Will neither increase nor decrease my chances							
Officers	107	100	4	6	43	39	8
Enlisted Men	298	100	5	11	51	24	9
May increase my chances							
Officers	120	100	1	6	29	44	20
Enlisted Men	351	100	4	8	31	40	17
Definitely will increase my chances							
Officers	23	100	17	9	4	30	40
Enlisted Men	62	100	10	8	16	34	32
Total							
Officers ^a	341	100	7	10	30	39	14
Enlisted Men ^b	989	100	6	13	37	30	14

^aExcludes (63) no answers.

^bExcludes (234) no answers.

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TABLE 128

EFFECT OF RETIRED MILITARY STATUS ON JOB CHANCES;
PRE- AND POSTRETIREMENT EXPECTATIONS
(JOB SEEKERS ONLY--BSSR SAMPLE)
(In Percentages)

Preretirement Expectations	Total		Postretirement Statement				
	N	%	Definitely Decreased Chances	May Have Decreased Chances	Neither	May Have Increased Chances	Definitely Increased Chances
Definitely will decrease my chances							
Officers	4	100	25	25	50	-	-
Enlisted Men	18	100	33	33	22	12	-
May decrease my chances							
Officers	1	100	14	36	21	29	-
Enlisted Men	67	100	19	36	33	10	2
Will neither increase nor decrease my chances							
Officers	36	100	8	14	53	25	-
Enlisted Men	63	100	3	27	43	24	3
May increase my chances							
Officers	25	100	8	20	36	36	-
Enlisted Men	68	100	12	19	29	37	3
Definitely will increase my chances							
Officers	2	100	-	-	100	-	-
Enlisted Men	20	100	20	15	25	40	-
Total							
Officers ^a	81	100	10	20	40	30	-
Enlisted Men ^b	236	100	14	27	33	24	2

^aExcludes (12) no answers.

^bExcludes (98) no answers.

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TABLE 129

EXPECTED AND ACTUAL EFFECT OF COMPANY HIRING PRACTICES
AND EMPLOYMENT PRACTICES ON JOB CHANCES
(JOB HOLDERS ONLY--BSSR SAMPLE)
(In Percentages)

Preretirement Expectations	Total		Postretirement Assessment				
			Definitely Decreased Chances	May Have Decreased Chances	Neither	May Have Increased Chances	Definitely Increased Chances
Definitely will decrease my chances							
Officers	47	100	15	26	44	13	2
Enlisted Men	92	100	30	16	38	9	7
May decrease my chances							
Officers	134	100	7	15	62	12	4
Enlisted Men	372	100	10	16	53	16	5
Will neither increase nor decrease my chances							
Officers	143	100	6	10	71	10	3
Enlisted Men	384	100	4	8	71	11	6
May increase my chances							
Officers	14	100	7	-	57	36	-
Enlisted Men	71	100	7	11	66	13	4
Definitely will increase my chances							
Officers	6	100	-	-	67	-	33
Enlisted Men	19	100	16	16	52	5	11
Total							
Officers ^a	344	100	8	13	63	12	4
Enlisted Men ^b	938	100	9	12	60	13	6

^aExcludes (60) no answers.

^bExcludes (285) no answers.

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TABLE 130

EFFECT OF COMPANY HIRING POLICIES AND EMPLOYMENT PRACTICES ON JOB CHANCES;
PRE- AND POSTRETIREMENT EXPECTATIONS
(JOB SEEKERS ONLY--BSSR SAMPLE)
(In Percentages)

Preretirement Expectations	Postretirement Statement						
	Total		Definitely Decreased Chances	May Have Decreased Chances	Neither	May Have Increased Chances	Definitely Increased Chances
	N	%					
Definitely will decrease my chances							
Officers	14	100	72	21	7	-	-
Enlisted Men	34	100	58	24	18	-	-
May decrease my chances							
Officers	33	100	15	39	46	-	-
Enlisted Men	106	100	35	42	20	2	1
Will neither increase nor decrease my chances							
Officers	27	100	11	52	37	-	-
Enlisted Men	63	100	25	30	41	2	2
May increase my chances							
Officers	6	100	17	33	33	17	-
Enlisted Men	13	100	8	46	46	-	-
Definitely will increase my chances							
Enlisted Men	4	100	-	75	25	-	-
Total							
Officers ^a	80	100	24	40	35	1	-
Enlisted Men ^b	220	100	34	37	27	1	1

^aExcludes (13) no answers.

^bExcludes (114) no answers.

TABLE 131

EXPECTED AND ACTUAL EFFECT OF DUAL COMPENSATION LAWS ON JOB CHANCES
(JOB HOLDERS ONLY--BSSR SAMPLE)
(In Percentages)

Preretirement Expectations	Total		Postretirement Assessment				
			Definitely Decreased Chances	May Have Decreased Chances	Neither	May Have Increased Chances	Definitely Increased Chances
Definitely will decrease my chances							
Officers	118	100	35	12	52	-	1
Enlisted Men	38	100	11	11	78	-	-
May decrease my chances							
Officers	47	100	8	15	75	2	-
Enlisted Men	147	100	3	10	84	3	-
Will neither increase nor decrease my chances							
Officers	172	100	3	5	90	1	1
Enlisted Men	561	100	1	3	94	1	1
May increase my chances							
Officers	5	100	-	20	40	40	-
Enlisted Men	26	100	-	15	81	4	-
Definitely will increase							
Officers	3	100	-	-	100	-	-
Enlisted Men	14	100	7	-	93	-	-
Total							
Officers ^a	345	100	15	9	74	1	1
Enlisted Men ^b	786	100	2	5	90	2	1

^aExcludes (59) no answers.

^bExcludes (437) no answers.

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TABLE 132

EFFECT OF DUAL COMPENSATION LAWS ON JOB CHANCES;
PRE- AND POSTRETIREMENT EXPECTATIONS
(JOB SEEKERS ONLY --BSSR SAMPLE)
(In Percentages)

Preretirement Expectations	Total		Postretirement Statement				
			Definitely Decreased Chances	May Have Decreased Chances	Neither	May Have Increased Chances	Definitely Increased Chances
Definitely will decrease							
Officers	14	100	57	7	29	7	-
Enlisted Men	13	100	15	15	55	15	-
May decrease my chances							
Officers	20	100	20	10	70	-	-
Enlisted Men	33	100	6	27	64	3	-
Neither increase nor decrease my chances							
Officers	41	100	-	7	91	2	-
Enlisted Men	140	100	6	8	84	2	-
May increase my chances							
Officers	2	100	-	-	100	-	-
Enlisted Men	13	100	-	15	85	-	-
Definitely will increase my chances							
Officers	0	100	-	-	-	-	-
Enlisted Men	2	100	-	50	50	-	-
Total							
Officers ^a	77	100	16	8	73	3	-
Enlisted Men ^b	201	100	6	12	79	3	-

^aExcludes (16) no answers.

^bExcludes (133) no answers.

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TABLE 133

EXPECTED AND ACTUAL EFFECT OF AUTOMATION ON JOB CHANCES
(JOB HOLDERS ONLY--BSSR SAMPLE)
(In Percentages)

Preretirement Expectations	Total		Postretirement Assessment				
	N	%	Definitely Decreased Chances	May Have Decreased Chances	Neither	May Have Increased Chances	Definitely Increased Chances
Definitely will decrease							
Officers	7	100	-	-	86	14	-
Enlisted Men	85	100	14	25	55	4	2
May decrease my chances							
Officers	52	100	4	17	75	4	-
Enlisted Men	239	100	3	22	67	7	1
Will neither increase nor decrease my chances							
Officers	239	100	1	5	90	2	2
Enlisted Men	491	100	2	8	85	3	2
May increase my chances							
Officers	28	100	-	14	75	7	4
Enlisted Men	60	100	3	10	58	24	5
Definitely will increase my chances							
Officers	12	100	8	-	42	25	25
Enlisted Men	34	100	3	12	41	18	26
Total							
Officers ^a	338	100	1	7	86	4	2
Enlisted Men ^b	909	100	4	13	74	6	3

^aExcludes (66) no answers.

^bExcludes (314) no answers.

TABLE 134

EFFECT OF AUTOMATION ON JOB CHANCES; PRE- AND POSTRETIREMENT EXPECTATIONS
(JOB SEEKERS ONLY--BSSR SAMPLE)
(In Percentages)

Preretirement Expectations	Total		Postretirement Statement				
			Definitely Decreased Chances	May Have Decreased Chances	Neither	May Have Increased Chances	Definitely Increased Chances
Definitely will decrease my chances							
Officers	3	100	33	-	67	-	-
Enlisted Men	30	100	57	30	10	-	3
May decrease my chances							
Officers	17	100	18	41	41	-	-
Enlisted Men	67	100	16	47	34	3	-
Will neither increase nor decrease my chances							
Officers	56	100	-	16	82	2	-
Enlisted Men	92	100	8	16	70	3	3
May increase my chances							
Officers	3	100	-	67	33	-	-
Enlisted Men	18	100	6	17	60	11	6
Definitely will increase my chances							
Officers	1	100	-	-	-	-	100
Enlisted Men	7	100	-	14	43	43	-
Total							
Officers ^a	80	100	5	23	70	1	1
Enlisted Men ^b	214	100	17	28	48	5	2

^aExcludes (17) no answers.

^bExcludes (240) no answers.

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TABLE 135

EXPECTED AND ACTUAL EFFECT OF LABOR UNION POLICIES AND PRACTICES ON JOB CHANCES
(JOB HOLDERS ONLY--BSSR SAMPLE)
(In Percentages)

Preretirement Expectations	Total		Postretirement Assessment				
			Definitely Decreased Chances	May Have Decreased Chances	Neither	May Have Increased Chances	Definitely Increased Chances
Definitely will decrease my chances							
Officers	35	100	11	6	83	-	-
Enlisted Men	99	100	13	10	83	1	3
May decrease my chances							
Officers	79	100	4	1	95	-	-
Enlisted Men	282	100	5	10	83	1	1
Will neither increase nor decrease my chances							
Officers	221	100	-	3	97	-	-
Enlisted Men	503	100	4	3	91	1	1
May increase my chances							
Officers	3	100	-	-	100	-	-
Enlisted Men	33	100	6	-	85	6	3
Definitely will increase my chances							
Officers	2	100	-	-	100	-	-
Enlisted Men	9	100	-	-	89	11	-
Total							
Officers ^a	340	100	2	3	95	-	-
Enlisted Men ^b	926	100	5	6	87	1	1

^aExcludes (64) no answers.

^bExcludes (297) no answers.

TABLE 136

EFFECT OF LABOR UNION POLICIES AND PRACTICES ON JOB CHANCES;
PRE- AND POSTRETIREMENT EXPECTATIONS
(JOB SEEKERS ONLY--BSSR SAMPLE)
(In Percentages)

Preretirement Expectations	Total		Postretirement Statement				
			Definitely Decreased Chances	May Have Decreased Chances	Neither	May Have Increased Chances	Definitely Increased Chances
	N	%					
Definitely will decrease my chances							
Officers	8	100	38	12	50	-	-
Enlisted Men	36	100	56	22	22	-	-
May decrease my chances							
Officers	22	100	5	32	58	5	-
Enlisted Men	76	100	24	29	45	1	1
Will neither increase nor decrease my chances							
Officers	46	100	-	17	83	-	-
Enlisted Men	94	100	7	24	69	-	-
May increase my chances							
Officers	2	100	50	50	-	-	-
Enlisted Men	9	100	33	45	22	-	-
Definitely will increase my chances							
Officers		100	-	-	-	-	-
Enlisted Men	3	100	-	67	33	-	-
Total							
Officers ^a	78	100	6	22	71	1	-
Enlisted Men ^b	218	100	22	26	50	1	1

^aExcludes (9) no answers.

^bExcludes (116) no answers.

b) Skill utilization.--Prior to retirement, men in the May 1964 sample were asked their opinions about how much their military training and experience would help in civilian jobs, how the utilization of their skills in military and civilian jobs would compare and how their skills would compare with those of civilians doing the same jobs. All job holders were asked the same questions again in the postretirement questionnaire.

Sixty-eight per cent of the officers but only 57 per cent of the enlisted men who had thought their military background would be of great help in their civilian jobs indicated that this was, in fact, true in their present jobs (Table 137). Among those who thought their military background would be of some help in their civilian jobs, over two thirds said it was of some or a great deal of help in their present jobs. More surprising is the finding that 64 per cent of the officers and 43 per cent of the enlisted men who, prior to retirement, thought their military background would be of little help, changed their minds once they were working.

The area in which the retirees tended to experience the most serious disappointment was the actual utilization of their skills in civilian jobs. Thirty nine per cent of the officers and 47 per cent of the enlisted men perceived less utilization, whereas less than half--only 17 per cent of the officers and 20 per cent of the enlisted men--had anticipated this. Conversely, prior to retirement, 47 per cent of the officers and 49 per cent of the enlisted men thought they would experience greater skill utilization in their civilian jobs, but, 6-8 months later, only 32 per cent of the officers and 31 per cent of the enlisted men thought they were actually using their skills and abilities to a greater degree than they had in the military establishment (Table 138).

TABLE 137

EXPECTED AND ACTUAL HELP OF MILITARY TRAINING AND EXPERIENCE
IN CIVILIAN JOBS (JOB HOLDERS ONLY--BSSR SAMPLE)
(In Percentages)

Preretirement Expectations	Total N %		Postretirement Assessment			
			Helped a Great Deal	Helped Somewhat	Helped Very Little	Cannot Tell
Help a great deal						
O	208	100	68	22	8	2
EM	600	100	57	21	18	4
Help somewhat						
O	114	100	39	36	18	7
EM	266	100	29	41	29	1
Help very little						
O	45	100	20	44	36	-
EM	162	100	22	21	54	3
Cannot tell how much help						
O	28	100	32	36	25	7
EM	136	100	31	24	35	10
Total						
O ^a	395	100	52	29	15	4
EM ^b	1164	100	42	26	28	4

^aExcludes (9) no answers.

^bExcludes (59) no answers.

TABLE 138

EXPECTED AND ACTUAL UTILIZATION OF SKILLS IN CIVILIAN JOBS
COMPARED TO MILITARY JOBS (JOB HOLDERS ONLY--BSSR SAMPLE)
(In Percentages)

Preretirement Expectations of Skill Use in Civilian Jobs	Total N %		Postretirement Assessment					
			Much Greater	Somewhat Greater	About the Same	Less	Much Less	No Utili- zation
Much greater								
0	85	100	36	20	25	8	6	5
EM	304	100	35	12	17	15	6	15
Somewhat greater								
0	99	100	11	32	34	14	9	-
EM	262	100	16	22	21	16	9	16
About the same								
0	141	100	3	16	37	24	16	4
EM	352	100	8	14	31	18	11	18
Less								
0	51	100	2	8	18	36	26	10
EM	148	100	7	3	18	29	21	22
Much Less								
0	11	100	-	18	18	27	27	10
EM	55	100	4	15	13	25	16	27
No utilization								
0	4	100	-	-	25	-	-	75
EM	31	100	23	3	10	16	10	38
Total								
0 ^a	391	100	12	20	29	20	14	5
EM ^b	1152	100	17	14	22	18	11	18

^aExcludes (13) no answers.

^bExcludes (71) no answers.

This perception of low skill utilization is not due to these men's reevaluation of the skills they had to offer. For the most part, the retired military man continued to give the same high opinion of his qualifications compared with those of civilians doing identical jobs. In fact, the proportion of those who considered themselves better qualified than civilians goes up a little bit after a few months on the job. Prior to retirement, 50 per cent of the officers and 39 per cent of the men saw themselves to be better qualified than civilians compared with 53 per cent of the officers and 43 per cent of the enlisted men after retirement (Table 139).

We have little reason to assume that these men have an unrealistic view of themselves and their qualifications: their job aspirations, job behavior, salary requirements and rating of work values all point to generally realistic self-assessments. Perceived low levels of skill utilization can therefore be assumed to reflect the reality of many job situations in which the retirees found themselves. This is one area--perhaps the outstanding one--where the military/civilian transition was unsatisfactory from the point of view of the individual. At the time they left the service, lack of skill utilization was not a major grievance among this group: 71 per cent of the officers and 67 per cent of the enlisted men indicated that the service had utilized their skills and abilities a great deal (the most positive response). As shown in Table 140 the hopes for high skill use in civilian life were frustrated, especially for men with relatively low educational achievement (less than a college degree for officers, no college at all for enlisted men). Our data suggest that it is those officers and enlisted men who are able to make the grade in the service on the strength of their demonstrated abilities, rather than

TABLE 139

QUALIFICATIONS COMPARED WITH CIVILIANS DOING SAME
KIND OF WORK (JOB HOLDERS ONLY--BSSR SAMPLE)
(In Percentages)

Preretirement Expectations of Qualifications	Total N %		Postretirement Assessment				
			Much Better	Somewhat Better	About the same	Less	Much Less
Much better							
0	57	100	53	24	11	12	-
EM	127	100	47	24	23	6	-
Somewhat better							
0	119	100	11	47	30	12	-
EM	282	100	17	39	36	7	1
About the same							
0	135	100	18	26	51	4	1
EM	502	100	10	23	56	10	1
Less							
0	36	100	3	38	31	28	-
EM	118	100	8	21	46	22	3
Much less							
0	4	100	-	-	75	25	-
EM	22	100	-	14	45	27	14
Total							
0 ^a	351	100	19	34	35	11	1
EM ^b	1051	100	16	27	45	11	1

^aExcludes (53) no answers

^bExcludes (172) no answers.

TABLE 140

SELF-REPORTED COMPARISON BETWEEN CIVILIAN AND SERVICE USE
OF ABILITIES BY EDUCATIONAL LEVEL (DOD SAMPLE)
(In Percentages)

Educational Level	Total N %		Civilian Use Is:				
			Much Greater	Greater	Same	Less	Much Less
Officers							
Not high school graduate	15	100	-	7	20	13	60
High school graduate	151	100	13	9	28	23	27
Some college	415	100	12	12	22	28	26
College graduate	226	100	14	15	32	23	16
Total	807 ^a	100	13	12	26	25	24
Enlisted Men							
Not high school graduate	357	100	20	9	23	23	25
High school graduate	1109	100	16	12	20	26	26
Some college	410	100	23	15	18	22	22
College graduate	15	100	20	20	34	13	13
Total	1891 ^b	100	18	12	20	25	25

^aExcludes (26) no answers.

^bExcludes (20) no answers.

formal education, who are least able to match this status in civilian jobs.¹⁸ In the civilian world, formal educational attainment ranks higher than skill as a measure of acceptance and placement.

Educational differences largely seem to account for these feelings of skill under utilization, yet age as well as military specialty and specific civilian occupation play some part. In fact, the latter probably is the crucial factor, but it is, in turn, so strongly influenced by education that it is difficult to isolate their respective effects. Younger men more often indicated greater skill use in the civilian job than did the older men. Among officers, 46 per cent of those under 41 years of age but only 23 per cent of those in the 41-46 age bracket saw greater skill use in their civilian occupation. Thirty-five per cent of the enlisted men under 41, compared with 24 per cent in the 47-52 age bracket, said they made more use of their skills in their civilian job (Table 141).

Among officers, only those in the professional specialties and those who had specialized in communications, electronics, research and development reported more skill utilization in their civilian job. A half or more of the men in each of the other officer military occupational groups reported less skill utilization after retirement (Table 142). Among the enlisted military, all occupational groups reported less skill utilization in their civilian jobs. Even among electronics technicians, mechanics and craftsmen, whose skill transference is high, many more individuals said there was less rather than more use of their skills in the civilian job.

¹⁸See Mayer N. Zald and William Simon, "Opportunities and Commitments Among Officers," The New Military, ed. Morris Janowitz (New York: Russell Sage Foundation, 1964), pp. 257-285, for a related discussion of perceived skill utilization by officers with different educational backgrounds.

TABLE 141

AGE AND UTILIZATION OF SKILLS IN CIVILIAN JOB COMPARED
WITH SERVICE JOBS (JOB HOLDERS ONLY--DOD SAMPLE)
(In Percentages)

Utilization of Skills in Civilian Job	Age			Total
	35-40	41-46	47-52	
Officers:	(N=33)	(N=461)	(N=262)	(N=756) ^a
Much greater use	31	12	13	13
Greater use	15	11	15	12
About the same use	21	27	23	26
Less use	24	24	27	25
Much less use	9	26	22	24
Total	100	100	100	100
Enlisted Men:	(N=432)	(N=1145)	(N=262)	(N=1839) ^b
Much greater use	22	18	14	18
Greater use	13	12	10	12
About the same use	19	21	21	20
Less use	22	26	22	25
Much less use	24	23	33	25
Total	100	100	100	100

^aExcludes (77) no answers.

^bExcludes (72) no answers.

TABLE 142

MILITARY SPECIALTY AND UTILIZATION OF SKILLS
IN CIVILIAN JOB COMPARED WITH SERVICE JOBS
(JOB HOLDERS ONLY--DOD SAMPLE)
(In Percentages)

Military Specialty	Total N %		Utilization of Skills in Civilian Jobs				
			Much Greater Use	Greater Use	About the Same Use	Less Use	Much Less Use
Officers:			(N=96)	(N=98)	(N=205)	(N=199)	(N=189)
Personnel and administration	113	100	11	11	28	29	21
Medical and other professional	11	100	28	9	27	9	27
Aircraft	101	100	14	10	27	21	28
Line	127	100	9	9	28	21	33
Staff	97	100	13	14	22	31	20
Supply and transportation	97	100	14	12	20	32	22
Ordnance and maintenance	48	100	10	6	34	21	29
Signal electronics communications	58	100	19	22	22	21	16
Engineering	48	100	2	17	21	35	25
Finance, Accounting	23	100	9	4	35	22	30
Research and Development	36	100	14	22	39	17	8
Other	28	100	18	15	21	21	25
Total	787 ^a	100	12	13	26	25	24
Enlisted Men:			(N=337)	(N=224)	(N=378)	(N=461)	(N=471)
Combat	134	100	15	17	16	22	30
Electronics	220	100	23	14	17	23	23
Other technical	141	100	28	10	18	19	25
Administrative and clerical	416	100	12	12	24	24	28
Mechanical repair	586	100	16	12	17	29	26
Craftsmen	112	100	18	11	21	28	22
Services	178	100	22	9	28	23	18
Miscellaneous	84	100	25	9	23	17	26
Total	1871 ^b	100	18	12	20	25	25

^aExcludes (46) no answers.

^bExcludes (40) no answers.

As could be expected, the low skill-utilizers are disproportionately concentrated in the civilian jobs which we have previously identified as marginal for both officers and enlisted men--clerical work, craftsmen (for ex-officers), some types of sales work, service jobs and factory work. More unexpected is the finding that even in related occupations, perceived skill utilization is quite low (Tables 143, 144). Only in the professions, including teaching and engineering, personnel work and the executive, administrative and managerial areas, do at least 35 per cent of the officers indicate more skill utilization in their civilian job than in their previous military assignment. But, even here, relatively low skill utilization is reported by many. Among the enlisted men, occupational outcomes differentiate more sharply between skill-utilizers and nonskill-utilizers. The over-all low levels of utilization are attributable to the relatively large groups in unskilled jobs (clerical, factory work, and services). Among those former enlisted men who were able to find higher level jobs such as in business, as technicians, and even as salesmen, over half saw themselves working at higher skill levels in civilian life. For these men, the second career appears to offer greater intrinsic rewards than the military.

c) Job satisfaction and long-term expectations.--Relatively low income and the perception of skills not fully utilized no doubt account for some restlessness among retirees. Job stability was fairly high but not uniformly so. The DOD group experienced considerable job change during the 3 years covered by the survey. Similarly, the more recent retirees in the BSSR sample can also be expected to seek further improvement by changing jobs.

TABLE 143

OCCUPATION AND RESPECTIVE UTILIZATION OF SKILLS
IN MILITARY PROGRAM AND PRESENT OCCUPATION
(JOB HOLDER ONLY--DOD SAMPLE)
(In Percentages)

Occupation	Total N %		Respective Utilization of Skills				
			Much Greater Use	Greater Use	About the Same Use	Less Use	Much Less Use
Officers:			(N=101)	(N=99)	(N=210)	(N=204)	(N=194)
Engineering	73	100	21	12	31	22	14
Teaching	51	100	20	14	35	25	6
Other professional	55	100	22	20	47	18	13
Personnel work	32	100	19	19	25	12	25
Financial	36	100	11	19	22	31	17
Business and administration	95	100	16	19	32	26	7
Other business	101	100	11	21	27	24	17
Sales	108	100	10	5	25	30	34
Clerical	29	100	3	3	21	24	49
Skilled craftsman	22	100	9	5	23	40	23
Electric technician	13	100	8	23	31	38	-
Medical, laboratory, engineering technician	12	100	8	8	42	25	17
Other technical	37	100	5	5	36	24	30
Protective services	32	100	13	6	13	28	40
Other	112	100	5	4	14	34	43
Total	878 ^a	100	13	12	26	25	24

^aExcludes (25) no answers.

TABLE 144

OCCUPATION AND RESPECTIVE UTILIZATION OF SKILLS
IN MILITARY PROGRAM AND PRESENT OCCUPATION
(JOB HOLDERS ONLY--DOD SAMPLE)
(In Percentages)

Occupation	Total N %		Respective Utilization of Skills				
			Much Greater Use	Greater Use	About the Same Use	Less Use	Much Less Use
Enlisted Men:			(N=338)	(N=227)	(N=381)	(N=463)	(N=467)
Engineering	41	100	41	10	20	24	5
Other professional	48	100	25	23	32	10	10
Personnel work	33	100	30	19	6	30	15
Financial	21	100	19	14	38	19	10
Business and administration	30	100	56	7	20	7	10
Other business	126	100	26	26	21	15	12
Sales	135	100	27	13	24	18	18
Clerical	124	100	6	10	17	34	33
Skilled craftsman	294	100	20	18	18	29	15
Skilled, semi- skilled factory work	104	100	11	7	19	29	34
Electronic technician	77	100	33	19	19	24	5
Medical, laboratory, engineering technician	65	100	31	18	25	18	8
Other technical	96	100	19	18	20	32	11
Protective services	175	100	9	4	26	25	36
Service	179	100	13	8	22	26	31
Other	328	100	9	4	17	25	45
Total	1876 ^a	100	18	12	20	25	25

^aExcludes (35) no answers.

In answer to a question on job satisfaction, the retirees could select one of the following:

1. I am satisfied and am not looking for another job.
2. I am satisfied but am interested in finding another job.
3. I am not satisfied.

Almost half of the enlisted men and 38 per cent of the officers chose the second or third answer (Table 145). Men were interested in changing jobs regardless of education; among officers, the least satisfied were those who had had some college but no degree, a group whose many difficulties have been pointed out.

Long-run expectations for a satisfactory family income and a good life in general, which dominated the thinking of these men prior to retirement, held true for those who obtained a job--even a modest or temporary one (Table 146). Not unexpectedly, those who had failed to find employment had a radically different perception. Among those who were job holders at the time of the follow-up, 36 per cent of the officers and 42 per cent of the enlisted men had thought prior to retirement that their total family income during the first year after retirement would be greater than it was during the last year of active duty. After retirement, optimism increased on the basis of experience: 46 per cent of these officers and 52 per cent of the enlisted men thought they would be better off financially in their first year as civilians. Forty-five per cent of those who thought they would be at about the same level financially in the first year of retirement had changed their minds and indicated that they expected to be better off. Six months later, the number of pessimists was even smaller.

TABLE 145

EDUCATIONAL LEVEL AND SATISFACTION WITH PRESENT JOB
(BSSR SAMPLE)
(In Percentages)

Educational Level	Total N %		Satisfaction with Present Job		
			Satisfied Not Looking for Another Job	Satisfied Still Looking for Another Job	Not Satisfied
Officers:					
Not high school graduate	24	100	67	33	-
High school graduate	44	100	70	30	-
Some college	182	100	56	34	10
College graduate	144	100	68	26	6
Total	394 ^a	100	62	31	7
Enlisted Men:					
Not high school graduate	374	100	50	40	10
High school graduate	606	100	50	42	8
Some college	193	100	54	38	8
College graduate	14	100	28	72	-
Total	1187 ^b	100	51	41	8

^aExcludes (10) no answers.

^bExcludes (36) no answers.

TABLE 146

EXPECTATIONS REGARDING TOTAL FAMILY INCOME FIRST YEAR AFTER RETIREMENT
COMPARED WITH INCOME DURING LAST YEAR OF ACTIVE DUTY^a
(JOB HOLDERS--BSSR SAMPLE)
(In Percentages)

Preretirement Expectations	Total N %		Postretirement Expectations				
			Much Better	Somewhat Better	About the Same	A Little Worse	Much Worse
Much better							
O	60	100	54	30	8	8	-
EM	167	100	51	31	14	4	-
Somewhat better							
O	74	100	16	46	24	14	-
EM	258	100	21	44	26	8	1
About the same							
O	108	100	21	24	32	23	-
EM	334	100	13	31	39	16	1
A little worse							
O	104	100	5	15	27	48	5
EM	197	100	10	16	34	34	6
Much worse							
O	24	100	13	13	8	37	29
EM	49	100	10	18	29	29	14
Total							
O	370	100	20	26	24	27	3
EM	1005	100	21	31	30	16	2

^aWhat are your expectations with regard to total family income in the future compared with your family's income during your last year of active duty? (First year after retirement.)

Those who were still job seekers at the time of the follow-up were less optimistic, both before and after retirement, than the job holders. Prior to retirement, 50 per cent of the officers and 39 per cent of the enlisted men in this group (compared with 35 per cent and 25 per cent, respectively, in the job-holding group) thought they would be worse off financially after retirement (Table 147). Their disappointments in the job market confirmed these fears: 79 per cent of the officers and 54 per cent of the enlisted men thought that they would be worse off financially during the first year of retirement.

Job seekers were also less hopeful than job holders in speculating about income 5 years in the future. There was little or no change between pre- and postretirement predictions by job holders about their total family income 5 years in the future. In the preretirement questionnaire, 85 per cent of the officers and 90 per cent of the enlisted men expected their total family income 5 years hence to be greater than the total income during the last year of active duty. In the postretirement questionnaire, the proportions were 84 per cent and 88 per cent, respectively (Table 148). Among the job seekers, 75 per cent of the officers and 81 per cent of the enlisted men had predicted that they would have a greater income within 5 years, but after retirement, only 55 per cent of the officers and 69 per cent of the enlisted men thought so (Table 149).

To measure the over-all extent of hopefulness and discouragement, we constructed an optimism scale which included the following items:

1. permanency of place of residence;
2. expected life satisfaction during the next 5 years compared with the last 5 years;
3. expectation with regard to total family income in the future compared with the last year of active duty.

TABLE 147

EXPECTATIONS REGARDING TOTAL FAMILY INCOME FIRST YEAR AFTER RETIREMENT
COMPARED WITH INCOME DURING LAST YEAR OF ACTIVE DUTY^a
(JOB SEEKERS--BSSR SAMPLE)
(In Percentages)

Preretirement Expectations	Total N %		Postretirement Expectations				
			Much Better	Somewhat Better	About the Same	A Little Worse	Much Worse
Much better							
O	4	100	-	25	-	75	-
EM	29	100	21	24	21	24	10
Somewhat better							
O	11	100	9	18	9	64	-
EM	43	100	9	28	23	31	9
About the same							
O	19	100	-	11	32	52	5
EM	74	100	-	11	36	41	12
A little worse							
O	40	100	-	-	10	65	25
EM	77	100	3	5	23	51	18
Much worse							
O	11	100	-	-	9	27	64
EM	13	100	15	8	-	38	39
Total							
O	85	100	1	6	14	58	21
EM	236	100	6	14	26	39	15

^aWhat are your expectations with regard to total family income in the future compared to your family's income during your last year of active duty? (First year after retirement.)

TABLE 148

EXPECTATIONS REGARDING TOTAL FAMILY INCOME FIVE YEARS AFTER RETIREMENT
 COMPARED WITH INCOME DURING LAST YEAR OF ACTIVE DUTY^a
 (JOB HOLDERS--BSSR SAMPLE)
 (In Percentages)

Preretirement Expectations	Total N		Postretirement Expectations				
			Much Better	Somewhat Better than Same	About Same	A Little Worse	Much Worse
Much better							
0	205	100	74	22	3	1	-
EM	555	100	66	28	4	1	1
Somewhat better							
0	106	100	28	53	16	3	-
EM	275	100	34	51	10	3	2
About the same							
0	43	100	16	30	38	16	-
EM	72	100	18	45	22	15	-
A little worse							
0	8	100	12	12	12	64	-
EM	11	100	9	27	46	18	-
Much worse							
0	4	100	75	-	-	25	-
EM	7	100	14	14	29	29	14
Total							
0 ^b	366	100	52	32	11	5	-
EM ^c	920	100	52	36	8	3	1

^aWhat are your expectations with regard to total family income in the future compared to your family's income during your last year of active duty? (Five years after retirement.)

^bExcludes (38) no answers.

^cExcludes (303) no answers.

TABLE 149

EXPECTATIONS REGARDING TOTAL FAMILY INCOME FIVE YEARS AFTER RETIREMENT
COMPARED WITH INCOME DURING LAST YEAR OF ACTIVE DUTY^a
(JOB SEEKERS--BSSR SAMPLE)
(In Percentages)

Preretirement Expectations	Total N %		Postretirement Expectations				
			Much Better	Somewhat Better	About the Same	A Little Worse	Much Worse
Much better							
O	28	100	29	42	25	4	-
EM	111	100	46	43	5	3	3
Somewhat better							
O	32	100	9	50	29	9	3
EM	64	100	22	39	31	5	3
About the same							
O	15	100	7	27	40	26	-
EM	23	100	-	26	44	26	4
A little worse							
O	3	100	-	-	67	33	-
EM	11	100	-	27	46	27	-
Much worse							
O	2	100	-	-	50	50	-
EM	6	100	-	17	-	17	66
Total							
O ^b	80	100	15	40	31	13	1
EM ^c	215	100	30	39	19	7	5

^aWhat are your expectations with regard to total family income in the future compared to your family's income during your last year of active duty? (Five years after retirement.)

^bExcludes (17) no answers.

^cExcludes (119) no answers.

As one would expect, job holders were considerably more optimistic than job seekers. Among the officers, 16 per cent of the job holders were scored as most optimistic--at the top of the scale--compared with only 1 per cent of the unemployed. Least optimistic were 5 per cent of the employed and 19 per cent of the job seekers who scored between 0 and 4, the lowest scores. The results are almost identical among the enlisted men. Twenty per cent of the job holders and 7 per cent of the job seekers had a score of 10 points, while 5 per cent of the job holders and 18 per cent of the job seekers scored between 0 and 4. The more optimistic the retirees, the greater the likelihood that they would be job holders. Yet even among job seekers, as Table 150 shows, optimists outnumbered pessimists: the majority of the men still had a reservoir of optimism.

These findings suggest greater optimism than the situation may warrant, particularly for job seekers, but also for the marginal job holders identified in this report. It is quite likely that this general optimism, at a time when they must cope with many readjustments in their personal lives, may lead these men to postpone making retraining decisions which may affect their long-term job and income prospects.

d) Training needs.--Prior to retirement, relatively few officers and enlisted men visualized the need for training in order to qualify for the civilian jobs they hoped to find. In particular, few of the enlisted men were conscious of this need: only 27 per cent (compared with 45 per cent of the officers). Furthermore, on-the-job training--rather than formal schooling--was seen as the major need.

TABLE 150
OPTIMISM INDEX^a
(In Percentages)

Job Status	Total N %		Scale Scores						
			0-4	5	6	7	8	9	10
Officers									
Job holders	404	100	5	7	14	15	26	17	16
Job seekers	93	100	19	17	16	24	10	13	1
Total ^b	497	100	7	9	15	17	23	16	13
$\chi^2=45.8$, 6 df., $P<.001$.									
Enlisted Men									
Job holders	1223	100	5	6	13	18	25	13	20
Job seekers	334	100	18	12	19	18	18	8	7
Total	1557	100	7	7	14	18	24	12	18
$\chi^2=118.9$, 6 df., $P<.001$.									

^aHighest (most optimistic) score is 10, lowest (most pessimistic) score is 0.

^b"Others" excluded.

Following retirement and early experience in a civilian job, quite a few of the retirees revised their views (Table 151, 152).

TABLE 151
NEED FOR ADDITIONAL TRAINING TO QUALIFY FOR CIVILIAN JOB
(JOB HOLDERS--BSSR SAMPLE)
(In Percentages)

Need	Officers (N=400)	Enlisted Men (N=1199)	Total (N=1599) ^a
Yes	48	36	39
No	52	64	61
Total	100	100	100

^aExcludes (28) unknown.

TABLE 152
NEED FOR ADDITIONAL TRAINING TO QUALIFY FOR CIVILIAN JOB
(JOB SEEKERS--BSSR SAMPLE)
(In Percentages)

Need	Officers (N=87)	Enlisted Men (N=321)	Total (N=408) ^a
Yes	48	46	46
No	52	54	54
Total	100	100	100

^aExcludes (23) unknown.

This was especially true of men who had not yet located a job: almost half of them--officers as well as enlisted men--answered "yes" to the question:

"Do you think you might need additional training to qualify for the kind of work you have in mind?"

But, even among job holders, the number was greater than it had been prior to retirement (36 per cent of the enlisted men and 48 per cent of the officers). Both job seekers and job holders continued to see the need primarily as one to be met by on-the-job training (Tables 153, 154).

TABLE 153

TYPE OF TRAINING NEEDED (PROPORTION OF JOB HOLDERS INDICATING A NEED FOR MORE TRAINING) (JOB HOLDERS--BSSR SAMPLE)
(In Percentages)

Type of Training	Officers (N=190)	Enlisted Men (N=437)	Total (N=627)
Undergraduate college	21	10	13
Graduate school	21	2	8
Technical school	11	19	16
Commercial school	5	9	8
On-the-job training	63	69	67
Total ^a	121	109	112

^aPer cents add to more than 100 because more than one type of training was mentioned.

TABLE 154

TYPE OF TRAINING NEEDED (PROPORTION OF JOB SEEKERS INDICATING A NEED FOR MORE TRAINING) (JOB SEEKERS--BSSR SAMPLE)
(In Percentages)

Type of Training	Officers (N=42)	Enlisted Men (N=147)	Total (N=189)
Undergraduate college	24	16	18
Graduate school	19	3	7
Technical school	12	33	29
Commercial school	7	7	7
On-the-job training	64	63	63
Total	126	122	124

^aPer cents add to more than 100 because more than one type of training was mentioned.

In the DOD sample similar responses were obtained from men who had had longer experience in the labor market (Tables 155, 156).

TABLE 155
NEED FOR ADDITIONAL TRAINING TO QUALIFY FOR CIVILIAN JOB
(JOB HOLDERS--DOD SAMPLE)
(In Percentages)

Need	Officers (N=812)	Enlisted Men (N=1902)	Total (N=2714)
Yes	39	28	31
No	61	72	69
Total	100	100	100

TABLE 156
TYPE OF TRAINING NEEDED^a
(JOB HOLDERS--DOD SAMPLE)
(In Percentages)

Type of Training	Officers (N=313)	Enlisted Men (N=524)	Total (N=837)
On-the-job training	66	83	76
Full-time school	16	6	10
Part-time school	18	11	14
Total	100	100	100

^a Proportion of those needing training.

It is not paradoxical that the better educated men are more likely to see the need for further formal education than those who have never been to college (Table 157).

TABLE 157

NEED FOR ADDITIONAL TRAINING TO QUALIFY FOR CIVILIAN JOB
BY EDUCATIONAL LEVEL (JOB HOLDERS--DOD SAMPLE)
(In Percentages)

Additional Training Needed	Educational Level				Total
	Not High School Graduate	High School Graduate	Some College	College Graduate	
Officers:	(N=16)	(N=150)	(N=420)	(N=226)	(N=812)
No training needed	81	63	57	65	61
Yes, OJT	19	30	31	14	26
Yes, full-time school	-	3	4	13	6
Yes, part-time school and OJT	-	4	8	8	7
Total	100	100	100	100	100
Enlisted Men:	(N=364)	(N=1108)	(N=415)	(N=15)	(N=1902)
No training needed	82	72	65	74	72
Yes, OJT	16	24	27	13	23
Yes, full-time school	1	1	2	13	2
Yes, part-time school and OJT	1	3	6	-	3
Total	100	100	100	100	100

Better educated men and women are the main consumers of adult education.¹⁹ Furthermore, the job aspirations of the better educated retirees are more likely to require additional instruction or updating of knowledge. Younger men were somewhat more willing to accept the idea of undergoing further training than were their older colleagues (Table 158).

The principal dividing lines relate to types of military specialty, especially among officers. Most clearly perceived training needs are found among former aircraft specialists (previously singled out as a hard-to-place group), electronics experts whose specialty was in the signal field and, surprisingly enough, among those in personnel and administrative specialties. The latter, however, saw the need for on-the-job training primarily, whereas men who were interested in transferring into technical specialties and officers who had no ready-made civilian counterpart specialty were more interested in full-time or part-time formal education. The engineers form a unique group: together with former medical personnel, they are least likely to express the need for any training. But when they do, it is for formal rather than on-the-job instruction.

A rough comparison between the incomes earned by officers who saw no need for further training and those who did suggest that those most handicapped in the civilian labor market perceive the need for training most strongly. The median income for officers who saw the need for job training is \$5,355, compared with \$6,940 for those who claimed not to need any training. For enlisted men, the differences are much less marked;

¹⁹ See John W. C. Johnstone and Ramon Rivera, *Volunteers for Learning-- A Study of the Educational Pursuits of American Adults* (Aldine Publishing Company) Chicago, 1965.

TABLE 158

NEED FOR ADDITIONAL TRAINING TO QUALIFY FOR CIVILIAN JOB
BY AGE (JOB HOLDERS--DOD SAMPLE)
(In Percentages)

Additional Training Needed	Age			Total
	35-40	41-46	47-52	
Officers:	(N=33)	(N=465)	(N=262)	(N=760)
No training needed	67	58	64	60
Yes, OJT	24	23	22	26
Yes, full-time school	-	6	8	7
Yes, part-time school and OJT	9	7	6	7
Total	100	100	100	100
Enlisted Men:	(N=436)	(N=1146)	(N=266)	(N=1848)
No training needed	71	71	77	72
Yes, OJT	24	24	18	23
Yes, full-time school	1	2	2	2
Yes, part-time school and OJT	4	3	3	3
Total	100	100	100	100

the median salary is \$4,785 for those expressing a need for training and \$4,705 for those who do not express this need. Among both groups, the individuals needing full-time school training had the lowest median incomes--\$5,240 for the officers and \$4,305 for the enlisted men (Table 159).

TABLE 159

NEED FOR ADDITIONAL TRAINING TO QUALIFY FOR CIVILIAN JOB
BY EARNED INCOME (JOB HOLDERS--DOD SAMPLE)
(In Percentages)

Additional Training Needed	Total N	%	Earned Income						
			Under \$2,000	\$2,000 - \$3,999	\$4,000 - \$5,999	\$6,000 - \$7,999	\$8,000 - \$9,999	\$10,000 - \$11,999	\$12,000 and over
Officers									
No training needed	487	100	4	12	25	20	20	7	12
Yes, OJT	204	100	5	20	37	21	7	3	7
Yes, full-time school	50	100	8	22	34	24	4	6	2
Yes, part-time school and OJT	53	100	9	11	34	30	6	6	4
Total	794 ^a	100	5	15	29	21	15	6	9
Enlisted Men									
No training needed	1318	100	8	28	39	18	5	1	1
Yes, OJT	420	100	6	28	41	19	4	1	1
Yes, full-time school	129	100	7	38	45	10	-	-	-
Yes, part-time school and OJT	59	100	8	20	31	19	14	5	3
Total	1826 ^b	100	7	28	40	18	5	1	1
^a Excludes (39) no answers.									
^b Excludes (85) no answers.									
Median Income									
			Officers			Enlisted Men			
No training needed			\$6,940			\$4,709			
Yes, OJT			\$5,345			\$4,765			
Yes, full-time school			\$5,240			\$4,305			
Yes, part-time school and OJT			\$5,775			\$5,445			
Median income of all men needing training			\$5,355			\$4,785			

Obviously, these figures would have to be further refined--in terms of such items as rank and specialty--to enable us to make systematic comparisons but they are, nevertheless, indicative of the men's realistic self-appraisal. For a substantial number of officers and enlisted men, the development of suitable training programs--both formal preparation and on-the-job training--would lead to substantial financial rewards in their employment adjustment.

IV. DATA IMPLICATIONS

A. The Broad Perspective: Convergence of Military and Civilian Occupational Structure

The present organization of the military system depends for its functioning on its ability to move members out of the system shortly after they have spent 20 years in active service. Only in this way can a pyramidal structure such as the military maintain its essential "open opportunity" features, as well as satisfy its changing technical needs. Thus, the system rests on a rather remarkable assumption: that each year, many thousands of individuals, more or less middle-aged, whose training and experience in work was largely or exclusively gained in the military, will be able to find civilian jobs of at least roughly comparable economic and status value. It assumes employment opportunities in the civilian world which are not unlike those in the military, and a large reservoir of them.

The findings presented in this report suggest that the assumptions on which military retirement policies are based--the ready transfer of military skills and credentials to the civilian environment--have operated satisfactorily in most cases. There were noteworthy exceptions, however: those who were able to make a career in the military despite educational deficiencies experienced greater difficulties in finding a suitable civilian spot than those who had acquired formal educational credentials commensurate with the status and occupation they aspired to attain after retirement. Furthermore, men with a background in certain specific military specialties often found themselves particularly handicapped, whereas many others were at a distinct advantage.

For the great majority of former servicemen, however, their specific military experience is neither as much of an asset as they are led to believe (or want to believe) nor as much of a drawback as is sometimes popularly assumed by those unfamiliar with the current realities of the military establishment.

The military occupational structure, with its heavy administrative and service sector, equips the majority of servicemen with general skills for which there are many civilian counterparts, but also much civilian competition. Retirees who have acquired a technical or professional skill through their military career are more scarce, sometimes experience difficulties in converting these skills to the requirements of civilian occupations, but are in a better competitive position when they qualify. However, it appears that the retired serviceman is usually evaluated in common-denominator civilian terms rather than on the basis of his specific military-acquired skills. This means primarily education, plus personality-type qualifications, for which rank achieved in the military is one indicator. There was also other evidence that in the majority of cases, specific job-matching was probably not attempted by employers either in hiring these men or in assigning them to specific work. The retirees' own perceptions point to a feeling of relatively low utilization of their military skills in their civilian occupations, contrary to their expectations and their estimate of their abilities relative to civilians.

What we are observing, then, is a down-grading by the civilian occupational structure of the specific skill component, which the military ideology (and, to some extent, the civilian ideology) tends to emphasize as a man's unique contribution, in favor of categorical criteria, such as

rank and education. The man who succeeded in the military despite his lack of formal educational credentials is most likely to have difficulty, at least initially, in achieving satisfactory civilian employment.

More important than the specific "job matches" in the civilian and military structures are the strong correspondences between the requirements and reward systems of the two structures, in which educational attainment constitutes perhaps the key factor in successful individual outcomes.

B. Training Needs

There can be little doubt from the data developed in this report that very specific retraining needs exist among this group. Furthermore, various forms of training might result in considerable occupational and financial pay-off for those whose employment is marginal in relation to their potential. For the officer group, and especially its large managerial-administrative component, formal schooling, whether for a bachelor's degree or advanced degree in administration (accounting methods, personnel administration, etc.), appears to be the greatest need; it would provide these men with the formal qualifications as well as a placement channel, not only for employment in business organizations, but also for jobs in federal, state or local agencies and in educational institutions. As to the latter especially, there appears to be a considerable gap between the interests expressed by many institutions in recruiting former military personnel and the actual placement experience of the 1964 cohort. Because such institutions have by definition especially rigid and formal educational requirements, lack of a degree is the chief obstacle to greater utilization of personnel despite the expression of much mutual interest.

The special problems of officers whose military careers were in the aviation field also deserve attention. It is conceivable that special training might qualify these men for positions in the aircraft industry which they are not now able to fill, and where seniority and age would pose less of a problem than it does in jobs as pilots. Here, too, formal education may be a necessity, but forms of job-specific training should be investigated.

But, in all officer specialties, it would appear that there is more "slippage" resulting in unsuitable, low-skill employment than a rational system should tolerate. Whether retraining is the answer, or whether more emphasis should be put on placement or relocation activities, is an open question. The findings suggest that the latter may be the more important factor in many instances.

The handicap of having pursued certain specialties creates a special retraining need for some enlisted men. In many of these instances, formal education would be most useful, especially some college work even short of a degree. But more typically, the hard-to-place enlisted man seems to suffer from a combination of handicaps, of which a low-transfer specialty, low educational achievement, and a poor record of promotion are merely symptomatic. His problems are not unlike those of the civilian "hard-core" unemployed. Solutions for those with special employment handicaps would probably have to be sought through specifically designed experimental programs.

C. The Contribution of Military Retired to Skill Shortage Areas

In the total context of efficient and rational manpower utilization, given the magnitude of military retired cohorts in years to come and the intention of the overwhelming majority of these men to remain in the labor force in a civilian capacity until they reach the conventional retirement age (in their sixties), the question of the contribution made by these additions to the labor force is of special interest. The present study, focussed on individual adjustment to the transfer process from military to civilian life, enables us only to speculate on the topic. More systematic evaluation requires research of a different order, directed at employers and employment situations rather than job-seekers and job-holders. However, from the placement experience of the cohorts studied here, one gains the impression that, to date, only a small proportion of the retired officers and enlisted men are working in shortage areas. To begin with, the number of men with specific technical skills--in engineering, electronics, medical fields and in the skilled trades--is relatively low compared with those whose experience was in the administrative, clerical and service sector of the military establishment. Furthermore, especially among enlisted men, there were sizable shifts in the transfer process, away from the skilled and "shortage" occupations and into less technical jobs, which they either preferred or found easier to locate or qualify for. Of course, some of the administrative and business occupations--in particular, in the area of accounting, bookkeeping, management control, etc.--are also skill shortage areas where retirees no doubt make a valuable contribution. However, the contribution of this group to the solution of technical shortage problems does not appear to be a major one so far.

It is also worth noting that one effort which has been energetically pursued by many organizations--both in the educational field and among associations of former military personnel--namely, the development of employment opportunities in teaching (at the secondary and postsecondary level), in school administration, and in other nonprofit institutions does not seem to have led to the anticipated results. Employment is concentrated in business and the government sector. Relatively few men work for school systems and hospitals, and employment in state and local government agencies is less often reported than in federal agencies.

Lack of formal educational qualifications probably plays a large part in this situation but it is also likely that the job-seeking and job-finding behavior of these men--use of informal channels, or application to well-known firms--has a great deal to do with it. School systems and other nonprofit employers who are interested in recruiting military retirees must find efficient and direct channels of communicating with potential recruits. Such channels do not seem to be sufficiently developed at present.

It is also clear that the possession of skills alone--even needed skills--does not necessarily qualify a man for openings which may exist. The problem of age-appropriate work roles and incorporating older workers in established work hierarchies and bureaucratic organizations--is one which the military retired share with other older workers who need to start second careers in midlife.

D. Older Workers and Second Careers

A number of the findings from the study of military retired seem to us to have broad applicability to other populations which, for various reasons, are faced with the prospect of early (or forced) retirement, or the need to embark on a career change in midlife. Because the military population under study seemed to be quite similar in its aspirations, values and social and family situations to a comparably situated civilian population, we believe that this study of their actions and attitudes and of the problems they encountered offers valuable insights on the broader problem.

In the first place, it is apparent that premature retirement is not acceptable to the great majority of job-holders for financial and, perhaps even more, for social-psychological reasons. Confirmatory evidence of this is slowly building up from experience with early retirement plans: few individual workers so far have taken advantage of early retirement options.²⁰ Similarly, preferred second careers are in most instances viewed as similar to one's first career--continuity in occupation and type of employer is the norm; a break with the past is the exception. Furthermore, despite the availability of the cushion which retirement income represents, a full-time job rather than part-time work is sought by most.

Age is a handicap for the blue-collar worker and in some of the service occupations but, in white-collar and professional occupations, educational deficiencies, which in his former job the older worker was able to overcome through experience and demonstrated ability, are likely to be the most serious impediments to the successful transition to a

²⁰ See Wall Street Journal, July 15, 1966, Page 1.

second career. The lack of job-specific skills may often be less of an obstacle than organizational problems at the higher levels. At the middle level, many organizations have rigid policies of promoting from within only. This creates problems in the recruitment of older workers to positions commensurate with their aspiration and experience level.

E. Readiness to Move

The men in our survey were apparently willing to move for the sake of finding appropriate employment, but only to a desirable spot which offered than climatic or other advantages. The reluctance to move except under these circumstances is one that they share with many other older Americans: as other studies have shown, men who become unemployed after lay-offs, plant shutdowns or automation tend to postpone and resist making a physical move.²¹ Yet, it is clear that employment opportunities at all levels are subject to sharp geographic variation, and that retirees do tend to compete with each other in areas of heavy concentration, such as the West Coast. Of course, one set of very real impediments to mobility is financial: moving costs, and sale and purchase of home no doubt play a large part. It is conceivable that a system of relocation reimbursements might be devised which would encourage greater mobility. Greater latitude in time for utilization of such allowances would be particularly useful.

²¹ See, for example, Harold L. Shepherd and A. Harvey Belitsky, The Job Hunt: Job-Seeking Behavior of Unemployed Workers in a Local Economy, (Kalamazoo, Michigan: The W. E. Upjohn Institute for Employment Research, September 15, 1966) Report for the Office of Manpower, Automation and Training, U.S. Department of Labor.

F. Further Research

No single study or analysis plan will answer all the questions which concern the social analyst and the policy-maker. We have not begun to exhaust the pertinence to the problems of retirees that the data collected for the surveys discussed here could yield. It is our feeling, however, that these data could be most profitably analysed in relation to a later look at the same cohort (say five years after retirement). Many questions remain unanswerable without long-term indicators of the civilian adjustments of this group of men. Job shifts, training and educational efforts made after the initial experience in the labor market, promotions, geographic moves--all these had not crystallized six months after retirement, when the detailed BSSR survey was made. It would also be of special interest at a later time to reach those men who did not enter the labor market immediately after retirement, but who became full-time students. In a way, they followed the advice to retirees expressed or implied in several sections of this report: to obtain maximum formal educational credentials prior to entering the job competition. It would be interesting to compare the long-term placement experience of these full-time students with that of their colleagues who did not make a comparable investment in time and money.

Such a longitudinal study of a single cohort would be most valuable to validate the hunches and impressions suggested by the data presented in this report. But of equal if not greater importance is a periodic rechecking of these findings through studies of more recently retired cohorts. The rate of change is great in the areas studied here: with respect to the educational and skill attributes of retirees,

the changing skill mix in the military and civilian structures, the emergence of new civilian shortage and surplus areas, the changing recruitment and placement practices in American industry and government. Last but not least our total social system is undergoing a deep transformation with respect to the treatment of older persons which affects retirement expectations, pension systems, medical care, training and education, to mention only the most obvious. These changes in turn will affect military recruitment, retention and retirement patterns. Periodic surveys of the type conducted for this report could chart the changes and the policy adaptations which may be required to facilitate the continuing smooth employment and transition between the military and civilian sectors of our economy.

BUREAU OF SOCIAL SCIENCE RESEARCH, INC.

1424 SIXTEENTH STREET, N.W., WASHINGTON 36, D.C.

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March 5, 1964

MILITARY RETIREMENT STUDY

SPONSORED BY:
U. S. DEPARTMENT OF LABOR
OFFICE OF MANPOWER, AUTOMATION AND TRAINING

ENDORSED BY:
AIR FORCE ASSOCIATION
ASSOCIATION OF THE UNITED STATES ARMY
FLEET RESERVE ASSOCIATION
NAVY LEAGUE OF THE UNITED STATES
NCO ASSOCIATION OF THE U. S. A.
RESERVE OFFICERS ASSOCIATION OF THE U. S.
RETIRED OFFICERS ASSOCIATION

AFL-CIO
AMERICAN PERSONNEL AND GUIDANCE ASSOCIATION
AMERICAN VOCATIONAL ASSOCIATION, INC.

Dear Sir:

We are currently conducting a study of the retired military under the sponsorship of the U. S. Department of Labor (Office of Manpower, Automation and Training) and with the cooperation of the Department of Defense and the organizations listed on this letterhead.

As you can see from the enclosed newspaper reports, it is our and our sponsors' hope that this study will make a basic and important contribution to better public understanding of the problems and opportunities in civilian careers for ex-Service personnel.

The enclosed questionnaire is being sent to a sample of retirees. If you do not have plans to seek or take up paid employment at any time after you retire from the Service please fill out the attached post card, inside the back cover of the questionnaire, and mail it to us. You do not have to fill out the questionnaire. If you already have a job or plan to look for one at any time in the future, please complete the questionnaire at your earliest convenience.

Because we are canvassing officers and enlisted personnel in all Services, some of the questions may not fit exactly your assignments and experience. Please interpret these according to your situation. And please don't be discouraged by the length of the questionnaire. Not all parts apply to every respondent, and almost all answers can be simply checked off. In fact, we like to think that you will find some of the questions interesting and stimulating. Of course, all information given to us will be treated confidentially. No names will be associated with any of the published findings, and the questionnaires themselves will not be seen by anyone other than Bureau of Social Science Research study personnel.

Thank you for your participation. By contributing some of your time and experience, you will be of great help to other members of the Service who will be seeking a second career in years to come.

Sincerely yours,

Laure M. Sharp

(Mrs.) Laure M. Sharp
Study Director

LMS:rg

PRERETIREMENT QUESTIONNAIRE

1. Please complete this questionnaire at your earliest convenience.
2. Disregard the small numbers next to the boxes and the column of numbers on the right. These are simply to help in coding and tabulating.
3. To mail: follow instructions under flap of back cover. No envelope is needed.

■ ■ ■ ■ I. BACKGROUND INFORMATION ■ ■ ■ ■

1. a. Name _____
(Last) (First) (Middle Initial)
- b. Rank _____
- c. Service Number _____
- d. Branch of Service:
Army ☐ 1 Navy ☐ 2 Air Force ☐ 3 Marines ☐ 4
- e. Component:
Regular ☐ 1 Reserve ☐ 2
2. a. What is your current military address?

(Military Unit) (Military Installation)

(City) (State)
- b. What is your current mailing address?

(Street) (City) (State)
- c. Please indicate an address where you can be contacted during the first year after your retirement. (If this address will be "in care of" some other individual please give that individual's name.)

(Name)

(Street) (City) (State)
- d. What is your social security number?

--	--	--

--	--

--	--	--	--

2/y
3-6/y

7/y

8-10/y

11-19/y

3. a. What will be your rank for pay purposes when you have retired?

E-3 ☐ 1

W-1 ☐ 1

O-1 ☐ y

O-6 ☐ 3

E-4 ☐ 2

W-2 ☐ 2

O-2 ☐ x

O-7 ☐ 4

E-5 ☐ 3

W-3 ☐ 3

O-3 ☐ o

O-8 ☐ 5

E-6 ☐ 4

W-4 ☐ 4

O-4 ☐ 1

O-9 ☐ 6

E-7 ☐ 5

(OFFICERS PLEASE ANSWER
Q3c AND Q3d.)

O-5 ☐ 2

O-10 ☐ 7

E-8 ☐ 6

21/9

(OFFICERS PLEASE ANSWER Q3c AND Q3d.)

E-9 ☐ 7

20/9

22/9

ENLISTED MEN PLEASE ANSWER Q3b.

b. Have you ever served as an officer?

Yes ☐ 1

No ☐ 2

23/9

IF YES, GIVE INCLUSIVE DATES: From 19__ to 19__

24-27/y

From 19__ to 19__

28-31/y

32/9

OFFICERS PLEASE ANSWER Q3c AND Q3d.

c. Have you ever served in an enlisted status?

Yes ☐ 1

No ☐ 2

33/9

IF YES, GIVE INCLUSIVE DATES: From 19__ to 19__

34-37/y

From 19__ to 19__

38-41/y

d. What was the source of your commission?

42/9

Academy graduate ☐ 1

Direct ☐ 5

OCS or Cadet School ☐ 2

Warrant Officer direct
from enlisted status ☐ 6

ROTC ☐ 3

Battlefield ☐ 4

National Guard ☐ 7

Other (please specify) _____

☐ 8

43/9

4. a. How old were you when you first began active duty?

Less than 18 years old ☐ 1

18-19 years old ☐ 2

20-21 years old ☐ 3

22-23 years old ☐ 4

24-25 years old ☐ 5

26-29 years old ☐ 6

30 years old or older ☐ 7

b. What is your total number of years of active duty? _____ Years.

c. After you first entered military service were there any intervening periods during which you had civilian status? (PLEASE EXCLUDE PERIODS OF 90 DAYS OR LESS.)

Yes ☐ 1 No ☐ 2

IF YES GIVE INCLUSIVE DATES: From 19____ to 19____

From 19____ to 19____

5. During your military career, how many years did you spend on overseas duty?

_____ years.

6. Date of birth: _____
(Day) (Month) (Year)

Place of birth: _____
(City, town or county) (State)

If you were born outside the U.S. please specify the country:

(Country)

7. a. In what country was your father born?

United States (Continental U.S. only) ☐ 1

Outside Continental USA (Please specify country.) ☐ 2

(Country)

7. b. What was your father's major occupation? If he worked in more than one type of work please check the occupation he spent the most time in. (If you are unable to classify his occupation please consult the List of Occupations at the end of this questionnaire.)

Military enlisted man	<input type="checkbox"/> y	Professional	<input type="checkbox"/> 4
Military officer	<input type="checkbox"/> x	Service worker	<input type="checkbox"/> 5
Skilled worker	<input type="checkbox"/> 0	Se'ies worker	<input type="checkbox"/> 6
Semiskilled or Unskilled worker	<input type="checkbox"/> 1	Clerical worker	<input type="checkbox"/> 7
Proprietor or Manager	<input type="checkbox"/> 2	Other occupation (please specify) _____	<input type="checkbox"/> 8
Farm owner, farm tenant or farm worker	<input type="checkbox"/> 3	Don't know	<input type="checkbox"/> 9

66/9

8. a. Are you currently married?

Yes, and this is my first marriage	<input type="checkbox"/> 1
Yes, this is not my first marriage, I was previously widowed	<input type="checkbox"/> 2
Yes, this is not my first marriage, I was previously divorced	<input type="checkbox"/> 3
No, I was never married	<input type="checkbox"/> 4
No, I am divorced	<input type="checkbox"/> 5
No, I am widowed	<input type="checkbox"/> 6

67/9

- b. How many children do you have? _____
(No. of Children)

68/y

- c. What are the ages of those of your children WHO DEPEND UPON YOU FOR SUPPORT? List the number of children in each age group.

Under 5 _____
(No. of Children)

5-12 _____
(No. of Children)

69-70/9

13-18 _____
(No. of Children)

Over 18 _____
(No. of Children)

71-72/9

- d. Please check on this list all other persons who are dependent on you for support.

Wife	<input type="checkbox"/> 1
One parent or parent-in-law	<input type="checkbox"/> 2
Two parents or parents-in-law	<input type="checkbox"/> 3
Other (please specify) _____	<input type="checkbox"/> 4

MP

73/9

74/y

80/1

■ ■ ■ ■ II. MILITARY CAREER AND RETIREMENT INFORMATION ■ ■ ■ ■

9. a. Are you retiring voluntarily, or on a mandatory basis?

- I could have continued on active duty, but chose to retire voluntarily. ☐ 1
- I could have continued on active duty, but felt that I would probably be forced to retire before too long. ☐ 2
- I am a reservist being involuntarily released from active duty. ☐ 3
- I am retiring on a mandatory basis for failure of selection for promotion. ☐ 4
- I have reached the mandatory retirement age. ☐ 5
- I was not accepted for reenlistment. ☐ 6
- I am being retired for disability. (Please specify the nature of your disability) ☐ 7
- _____
- _____

7/9

8/9

b. On what date are you actually scheduled to retire?

_____ (Day) _____ (Month)

(ANSWER Q9c and Q9d ONLY IF YOU RETIRED VOLUNTARILY.)

c. When did you set a date for your retirement?

- | | | | |
|------------------------|----------------------------|-----------------------|----------------------------|
| Less than 3 months ago | <input type="checkbox"/> 1 | 9-12 months ago | <input type="checkbox"/> 4 |
| 3-6 months ago | <input type="checkbox"/> 2 | 1-2 years ago | <input type="checkbox"/> 5 |
| 6-9 months ago | <input type="checkbox"/> 3 | More than 2 years ago | <input type="checkbox"/> 6 |

9/9

d. Why did you decide to apply for retirement? (CHECK ALL APPLICABLE REPLIES.)

- I was dissatisfied with my job or working conditions in the service. ☐ y
- I saw no opportunity for further promotion or advancement in the service. ☐ x
- Too much uncertainty concerning promotion, retention or benefits. ☐ 0
- I (or my wife/family) wished to avoid separations due to foreign or sea duty. ☐ 1
- I (or my family) had personal problems (e.g., health, education, etc.) that I could not handle while in the service. ☐ 2
- There is a specific job in civilian life that I wish to take on. ☐ 3
- I think it is better to make the transition to a civilian career earlier than later. ☐ 4
- I think opportunities for me are generally greater in civilian life than in continued military service. ☐ 5
- My service income was inadequate for my needs. ☐ 6
- Other reasons (please specify) _____ ☐ 7
- _____

MP
10/9

0. What is your own estimate of your PHYSICAL qualifications for military duty at the present time?

Exceptionally well qualified for unrestricted duty,
including duty requiring a premium on top
physical condition. ☐ 1

Qualified for all assignments, except those demand-
ing exceptionally good physical condition. ☐ 2

Qualified for limited duty only. ☐ 3

Not physically qualified for military duty. ☐ 4

11/9

1. a. During the years 1946-1950, did you ever seriously consider leaving the service?

Yes ☐ 1 No ☐ 2

12/3

b. During the years 1953-1958, did you ever seriously consider leaving the service?

Yes ☐ 4 No ☐ 5

13/6

12. a. At what point in your military career did you definitely decide to stay until retirement?

At the time of, or before, first enlistment. ☐ 1

During first four years of active duty. ☐ 2

Sometime between fifth and eighth year of
active duty. ☐ 3

Sometime between ninth and twelfth year of
active duty. ☐ 4

Sometime between thirteenth and seven-
teenth year of active duty. ☐ 5

After eighteen or more years of active duty. ☐ 6

14/9

b. Would you advise a son of yours to seek a career in military service?

Would definitely advise him to do so. ☐ 1

Would probably advise him to do so. ☐ 2

Would not make a recommendation either way. ☐ 3

Would probably advise against it. ☐ 4

Would definitely advise against it. ☐ 5

15/9

12. c. How important were each of the following reasons in leading you to make your career in the armed forces?

REASON	HOW IMPORTANT TO YOU			DOES NOT APPLY
	VERY	SOMEWHAT	NOT VERY	
a. Tradition of military service is strong in my family	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
b. Attracted to a military career since childhood	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8
c. Enlisted first when other job opportunities were scarce	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
d. First volunteered, drafted, or recalled to active duty during World War II	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8
e. Opportunity for education and training in the service	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
f. No satisfactory job available when I considered shifting to civilian life	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8
g. Feel I was naturally cut out for military life	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
h. Financial security	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8
i. Doing something to fight communism	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
j. Like flying or sea duty	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8
k. Wife enjoyed service life	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
l. Distaste for money-grubbing aspects of civilian life	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8
m. Opportunity to be of service to my country	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
n. Fellowship among service people	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8
o. Opportunities to exercise leadership and responsibility	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
p. Chances for travel, adventure	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8

Of all the reasons, which do you consider the three most important? (Use letter code preceding the reason.)

____ most important

____ 2nd most important

____ 3rd most important

Alpha
32-34/Q
80/2

III. EDUCATIONAL INFORMATION

13. a. Please circle the number of years of schooling you completed BEFORE you entered the service.

1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 or more
years

7-8/y

b. Where were you living at the time you completed the grade checked above?

In a major metropolitan center (city
and suburbs, 1 million or more) ☐ 1

In a large city (100,000 - 1 million)
or its suburbs ☐ 2

In a small city (2,500 - 100,000) ☐ 3

In a small town or village (less than
2,500) ☐ 4

On a farm ☐ 5

In a federal installation or base ☐ 6

9/9

c. In what state were you living when you completed the grade checked above? _____
(State)

10-11/y

d. Did you graduate from high school BEFORE YOU ENTERED THE SERVICE?

Yes ☐ 1 No ☐ 2

12/9

e. Please list all TECHNICAL, VOCATIONAL, or COMMERCIAL schools which you attended before entering the service. (DO NOT LIST YOUR HIGH SCHOOL OR COLLEGE HERE.)

NAME OF SCHOOL	PRINCIPAL FIELD OF STUDY	DATES ATTENDED
_____	_____	19____ to 19____
_____	_____	19____ to 19____

13-21/y

22-30/y

f. Do you now hold any of the following degrees?

B.A. or B.S. ☐ : _____ Specify field of study

32-34/y

M.A. or M.S. ☐ 2 _____ Specify field of study

35-37/y

Ph.D. ☐ 3 _____ Specify field of study

38-40/y

M.D. ☐ 4

L.L.B. ☐ 5

None of the above ☐ 6

Other (specify) _____

_____ ☐ 7

31/9

13. g. Please list all colleges or universities you attended BEFORE ENTERING THE SERVICE. Give dates attended, major field of study, degree received, if any, for each institution. (NOTE: SERVICE ACADEMY GRADUATES PLEASE LIST THE INFORMATION ABOUT THEIR ACADEMY IN THIS QUESTION.)

NAME OF INSTITUTION	FULL-TIME STUDENT	PART-TIME STUDENT	DATES ATTENDED	MAJOR FIELD OF STUDY	DEGREE RECEIVED
_____	_____	_____	19__ to 19__	_____	_____
_____	_____	_____	19__ to 19__	_____	_____
_____	_____	_____	19__ to 19__	_____	_____

41-51/y

52-62/y

63-73 y
80/3

14. a. During your active duty career have you ever studied at a civilian institution as a full-time, government sponsored student?

Yes ☐ 1 No ☐ 2

7/9

If yes: Please list the institutions, dates attended, major field of study, and degrees received, if any.

NAME OF INSTITUTION	DATES ATTENDED	MAJOR FIELD OF STUDY	DEGREES RECEIVED
_____	19__ to 19__	_____	_____
_____	19__ to 19__	_____	_____
_____	19__ to 19__	_____	_____

9-17/y

18-27/y

28-37/y

- b. During your active duty career have you ever studied at civilian academic, commercial, or technical institutions as a part-time student, paying all or part of your own expenses?

Yes ☐ 1 No ☐ 2

38/9

If yes: Please list the institutions attended, dates attended, major field of study, and degrees received, if any.

NAME OF INSTITUTION	DATES ATTENDED	MAJOR FIELD OF STUDY	DEGREES RECEIVED
_____	19__ to 19__	_____	_____
_____	19__ to 19__	_____	_____
_____	19__ to 19__	_____	_____

39-48/y

49-58/y

59-68/y
80/4

- c. During your active duty career have you ever taken any military correspondence courses?

Yes ☐ 1 No ☐ 2

7/9

If yes: Please list the courses taken, period of enrollment and degrees received, if any.

COURSES TAKEN	DATES ENROLLED	DEGREES RECEIVED
_____	19__ to 19__	_____
_____	19__ to 19__	_____
_____	19__ to 19__	_____

8-15/y

16-23/y

24-31/y

14. d. Please list all service schools attended during your military career. Give name of school, dates attended, length of course, and subject studied or occupation you were being trained for. (See page for list of military occupations. (OMIT COURSES OF LESS THAN 4 WEEKS DURATION.)

NAME OF SERVICE SCHOOL	DATES ATTENDED	LENGTH OF COURSE IN WEEKS	SUBJECT STUDIED OR OCCUPATION TRAINED FOR
_____	19__ to 19__	_____	_____
_____	19__ to 19__	_____	_____
_____	19__ to 19__	_____	_____
_____	19__ to 19__	_____	_____
_____	19__ to 19__	_____	_____

32-40/y

41-49/y

50-58/y

59-67/y

68-76/y

77-78/y

80/5

NOTE: QUESTION 14e BELOW APPLIES ONLY TO THOSE INDIVIDUALS WHO WERE IN A CIVILIAN STATUS FOR SOME PERIOD BETWEEN THEIR FIRST ENTRANCE INTO MILITARY SERVICE AND THEIR RETIREMENT.

- e. During this period when you were civilian did you attend any educational institutions?

Yes ☐ 1 No ☐ 2

7/9

If yes: Please list the institutions attended, dates attended, major field of study, and degrees received, if any.

NAME OF INSTITUTION	DATES ATTENDED	MAJOR FIELD OF STUDY	DEGREE RECEIVED
_____	19__ to 19__	_____	_____
_____	19__ to 19__	_____	_____

8-18/y

19-29/y

15. a. After you retire do you have plans to take any educational or technical training courses?

Yes ☐ 1 No ☐ 2 (SKIP TO Q16.)

30-9

IF YES: PLEASE GIVE DETAILS AS TO THE TYPE OF COURSES OF TRAINING YOU ARE PLANNING TO TAKE, AND THE APPROXIMATE DATE YOU PLAN TO ENROLL IN SCHOOL.

31-33/y

Date of planned enrollment: _____ (Month) _____ (Year)

34-37/y

- b. Do you plan to obtain an academic degree?

Yes ☐ 1 No ☐ 2

38/9

15. c. If yes: What type of degree? (i.e., BA, BS, MA, MS, Ph.d.)

(Type of Degree)

(Field of Study)

16. a. PLEASE ANSWER THIS QUESTION BY USING THE APPROPRIATE NUMBERS ON THE LIST OF MILITARY OCCUPATIONAL SPECIALTIES AT THE BACK OF THIS QUESTIONNAIRE, PAGES 35 AND 36, AND BY WRITING IN THE NAME OF EACH SPECIALTY.

In which job specialty (rating) did you work for the longest period of time?

(Longest Specialty) (Code)

- b. In which specialty are you working now?

(Current Specialty) (Code)

- c. In which other job specialties did you spend a substantial amount of time during your service career?

Specialty (1) (Code)

Specialty (2) (Code)

- d. Compared to all other assignments, how much personal satisfaction did you derive from your work in the specialties listed below?

	SPECIALTY SPENT LONGEST TIME IN	CURRENT SPECIALTY	OTHER SPECIALTY (1)	OTHER SPECIALTY (2)
The most satisfactory of all	<input type="checkbox"/> 1	<input type="checkbox"/> 5	<input type="checkbox"/> 1	<input type="checkbox"/> 5
Not much different from most	<input type="checkbox"/> 2	<input type="checkbox"/> 6	<input type="checkbox"/> 2	<input type="checkbox"/> 6
The least satisfactory of all	<input type="checkbox"/> 3	<input type="checkbox"/> 7	<input type="checkbox"/> 3	<input type="checkbox"/> 7
	55/4	56/8	57/4	58/8

39/9

40-42/y

43-45/y

46-48/y

49-51/y

52-54/y

80/6

■ ■ ■ ■ IV. PREPARATION FOR RETIREMENT ■ ■ ■ ■

17. When did you first begin to make some specific plans about what you would do after you retired?

- Still have not made definite plans ☐ y
- Three months ago or less ☐ x
- About six or seven months ago ☐ u
- About eight to ten months ago ☐ 1
- About a year ago ☐ 2
- About two years ago ☐ 3
- About three years ago ☐ 4
- About four years ago ☐ 5
- Five years ago or more ☐ 6
- Have always been planning for it ☐ 7

7/9

18. a. Have you received any personal counseling regarding second career employment? (CHECK ALL APPLICABLE REPLIES.)

- No ☐ y
- Yes, from Armed Forces (please specify) ☐ x
- _____
Yes, from U. S. or state employment service ☐ 4
- Yes, from professional vocational counseling or employment agency ☐ 5
- Other (please specify) _____ ☐ 6
- _____

MI
8/9

b. Have you been provided yet with any pamphlets published by your branch of the service for orienting people who are about to retire?

- Yes ☐ 1 No ☐ 2

9/9

c. Do you feel you know all you need to know right now regarding laws and regulations that may place restrictions on your employment as a retired serviceman?

- I feel almost completely uninformed about such matters. ☐ 1
- I have some information, but feel I should know more about it. ☐ 2
- I feel I know all I really need to know about these laws and regulations. ☐ 3

10/9

18. d. Do you think the military services are doing enough in the way of counseling and information services in trying to help men who are about to retire, make the transition to employment in civilian life?

Service is doing enough. ☐ 1

Service should do more. ☐ 2

Service should do much more. ☐ 3

I do not know how much the service is doing. ☐ 4

11/9

- e. If you believe that the military departments should do more in the way of preretirement counseling and information services regarding civilian employment, please indicate the additional types of assistance that should be offered. _____

12/9

19. a. Prior to your last assignment, did you have any assignments that you had sought because they might give you valuable experience for jobs after you left the service?

No, never had much choice about my assignments. ☐ 0

No, I did not consider postretirement in rating assignments. ☐ 1

Yes, had assignments for education or technical training. ☐ 2

Yes, had operational, nontraining assignment(s). ☐ 3

Yes, had both training and operational assignments. ☐ 4

13/5

- b. Did you have any choice in the matter of your final assignment?

No ☐ 6

Yes, but very limited. ☐ 7

Yes, final assignment was the choice, or one of my choices from a large number of possibilities. ☐ 8

14/9

ANSWER Q19c ONLY IF YOU ANSWERED YES TO Q19b.

- c. Did postretirement considerations enter into your choosing your final assignment?

No ☐ 1

Yes, picked assignment in geographic area in which I intend to live after retirement. ☐ 2

Yes, picked assignment where I could pursue education. ☐ 3

Yes, picked assignment which would provide valuable experience. ☐ 4

Yes, desired assignment which was convenient for making job contacts. ☐ 5

MP

15/9

20. How much do you think your training and experience in the service will help you in work you might want to do after retirement?

- Will probably help a great deal. ☐ 1
- Will probably help somewhat. ☐ 2
- Will probably help very little. ☐ 3
- Have no idea how much it will help. ☐ 4

16/9

21. a. The following list describes broad skill areas for many civilian jobs. In each area check whether you feel that you have any qualifications, either because of your service experience and training, or because of your civilian education and experience.

	QUALIFIED THROUGH SKILLS ACQUIRED WHILE IN THE SERVICE (INCLUDE EDUCATION & TRAINING WHILE IN THE SERVICE.)	QUALIFIED THROUGH NONSERVICE EDUCATION & EXPERIENCE	NOT QUALIFIED	
1. Aviation	<input type="checkbox"/> y	<input type="checkbox"/> x	<input type="checkbox"/> 0	17/1
2. Administration	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	18/5
3. Law (Contract Specialist included in this one)	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8	19/9
4. Guided Missile and Rockets	<input type="checkbox"/> y	<input type="checkbox"/> x	<input type="checkbox"/> 0	20/1
5. Engineering (professional)	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	21/5
6. Engineering aids (including surveying and drafting)	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8	22/9
7. Teaching	<input type="checkbox"/> y	<input type="checkbox"/> x	<input type="checkbox"/> 0	23/1
8. Public Relations	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	24/5
9. Transportation and Commerce (including the operation of highway and marine vehicles)	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8	25/9
10. Physics and Related	<input type="checkbox"/> y	<input type="checkbox"/> x	<input type="checkbox"/> 0	26/1
11. Languages	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	27/5
12. Government	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8	28/9
13. Personnel Administration	<input type="checkbox"/> y	<input type="checkbox"/> x	<input type="checkbox"/> 0	29/1
14. General Clerical	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	30/5
15. Sales	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8	31/9
16. Finance	<input type="checkbox"/> y	<input type="checkbox"/> x	<input type="checkbox"/> 0	32/1
17. Chemical	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	33/5
18. Production	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8	34/9

(Cont'd to page 16)

21. a. (Continued from page 15)

	QUALIFIED THROUGH SKILLS ACQUIRED WHILE IN THE SERVICE (INCLUDE EDUCA- TION & TRAINING WHILE IN THE SERVICE.)	QUALIFIED THROUGH NONSERVICE EDUCATION & EXPERIENCE	NOT QUALIFIED	
19. Mechanical work (including repair and maintenance of motor, air or marine vehicles and engines)	<input type="checkbox"/> y	<input type="checkbox"/> x	<input type="checkbox"/> 0	35/1
20. Ship Building	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	36/5
21. Agriculture	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8	37/9
22. Ordnance	<input type="checkbox"/> y	<input type="checkbox"/> x	<input type="checkbox"/> 0	38/1
23. Atomic Energy	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	39/5
24. Research-Development	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8	40/9
25. Organization and Methods	<input type="checkbox"/> y	<input type="checkbox"/> x	<input type="checkbox"/> 0	41/1
26. Construction (including all the building trades and construction machine operators)	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	42/5
27. Industrial Relations	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8	43/9
28. International Relations	<input type="checkbox"/> y	<input type="checkbox"/> x	<input type="checkbox"/> 0	44/1
29. Social and Welfare Work	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	45/5
30. Mathematics	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8	46/9
31. Communications	<input type="checkbox"/> y	<input type="checkbox"/> x	<input type="checkbox"/> 0	47/1
32. Economics	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	48/5
33. Accounting	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8	49/9
34. Electronics	<input type="checkbox"/> y	<input type="checkbox"/> x	<input type="checkbox"/> 0	50/1
35. Supply and Procurement	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	51/5
36. Writing	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8	52/9
37. Photography	<input type="checkbox"/> y	<input type="checkbox"/> x	<input type="checkbox"/> 0	53/1
38. Security	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	54/5
39. Medicine & Hospital	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8	55/9
40. Electronic Data Processing	<input type="checkbox"/> y	<input type="checkbox"/> x	<input type="checkbox"/> 0	56/1
41. Club & Food	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	57/5

21. b. Of all these skill areas select three for which you consider yourself best qualified. (USE NUMBERS PRECEDING THE SKILL AREA; FOR EXAMPLE, IF YOU CONSIDER YOURSELF BEST QUALIFIED FOR SHIPBUILDING WRITE "20" NEXT TO BEST QUALIFICATION.)

Best qualification _____ 58-59/y
2nd best qualification _____ 60-61/y
3rd best qualification _____ 62-63/y

c. Of all these skill areas, which are the three in which you think a civilian job would be most satisfactory to you? (USE NUMBERS PRECEDING THE SKILL AREA.)

Most satisfactory _____ 64-65/y
2nd most satisfactory _____ 66-67/y
3rd most satisfactory _____ 68-69/y

22. a. All in all, how much do you feel the service has utilized your skills and abilities?

A great deal ☐ y
Somewhat ☐ x
Very little ☐ o
Not at all ☐ i 70/2

b. Do you expect to be able to utilize your skills and abilities in civilian jobs to a greater or lesser degree than you did while in the service?

Much greater utilization in civilian jobs ☐ 3
Somewhat greater utilization in civilian jobs ☐ 4
About the same amount of utilization in civilian jobs ☐ 5
Less utilization in civilian jobs ☐ 6
Much less utilization in civilian jobs ☐ 7
I will not be able to utilize my skills and abilities at all in civilian jobs ☐ 8 71/9

23. What kinds of Veterans Administration (VA) benefits have you used or plan to use?

	HAVE USED	USING NOW	PLAN TO USE
Educational allotments	<input type="checkbox"/> y	<input type="checkbox"/> x	<input type="checkbox"/> o
VA approved home mortgage	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
VA approved business loans	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8
Other (please specify)	<input type="checkbox"/> y	<input type="checkbox"/> x	<input type="checkbox"/> o

72/1
73/y
74/9
75/1
80/7

■ ■ ■ ■ V. RETIREMENT PLANS ■ ■ ■ ■

24. a. What will your monthly retirement pay be? \$_____

7-10/y

b. Where will you reside immediately after you retire?

_____ (City or Town) _____ (State)

11-13/y

c. Will this residence be permanent or temporary?

I definitely plan to settle there permanently. ☐ 0

I intend to settle there permanently, but it will
depend upon employment opportunities. ☐ 1

I may or may not settle there permanently; I
have no strong commitment to residing at
this particular place. ☐ 2

This is a temporary residence only. ☐ 3

14/4

d. Where do you expect to be living three to five years after you retire?

Same place as mentioned in Q24b. ☐ 5

Some other place (please specify) _____
_____ ☐ 6

Uncertain as to place ☐ 7

15/9

25. a. What is your current housing?

I live in my own house. ☐ y

I live in a rented house or apartment. ☐ x

I live in government supplied quarters. ☐ 0

16/1

b. What do you plan to do with respect to housing after retirement?

Live in a house I own ☐ 2

Buy a house here ☐ 3

Buy a house elsewhere ☐ 4

Rent a house/apartment here ☐ 5

Rent a house/apartment elsewhere ☐ 6

Other plans (please specify) _____
_____ ☐ 7

17/9

26. a. How important are EACH of the following factors in YOUR DECISIONS concerning your place of residence following retirement?

	VERY IMPORTANT	SOMEWHAT IMPORTANT	NOT VERY IMPORTANT	OF NO RELEVANCE TO ME	
a. Availability of the kind of job I would like to have	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	18/4
b. Availability of nearby military medical facilities	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8	19/9
c. Availability of other military facilities (commissary, PX, Officer's Club, recreation, etc.)	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	20/4
d. Congenial climate and natural resources	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8	21/9
e. Good elementary and secondary schools	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	22/4
f. Nearby college or university where I can study	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8	23/9
g. Nearby college or university where my children can study	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	24/4
h. Desire to be in a community in which I (or my family) feel at home	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8	25/9
i. Already own home at place I wish to live	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	26/4
j. Investments (other than home) at place I wish to live	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8	27/9
k. Area of low living costs	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	28/4
l. Job opportunities for my wife and/or children	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8	29/9
m. Presence of relatives and/or friends in the area	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	30/4

- b. Of all these factors listed above name the three most important. (USE LETTER CODE PRECEDING EACH FACTOR.)

Most important _____

2nd most important _____

3rd most important _____

Alpha
31/n

32/n

33/n

27. a. What is your present monthly service income? (INCLUDE YOUR BASE PAY, ALLOWANCES, SPECIAL AND INCENTIVE PAY, BUT EXCLUDE ANY NONMILITARY INCOME SUCH AS FROM INVESTMENTS, RENTS, PART-TIME JOBS, ETC.)

\$ _____

34-37/y

27. b. Can you estimate what percentage of your total family income during this past year came from the sources listed below? (Give rough percentage estimates.)

	<u>%</u>	
Military pay	_____	38-39/y
Part-time work and commissions	_____	40-41/y
Investments, rents, etc.	_____	42-43/y
Wife's work	_____	44-45/y
Other (please specify) _____	_____	46-47/y

Total	_____	
	(100%)	

- c. During the past five years have you ever supplemented your service pay by earnings from part-time work?

No	<input type="checkbox"/> 0	Yes, quite often	<input type="checkbox"/> 2
Yes, regularly	<input type="checkbox"/> 1	Yes, but only occasionally	<input type="checkbox"/> 3

- d. If you have worked part-time during the past five years, please indicate what type(s) of job(s) you have had by selecting the appropriate one on the list of civilian occupations at the back of this questionnaire.

<u>Occupation</u>	<u>Code Number</u>	
_____	_____	49-51/y
_____	_____	52-54/y
_____	_____	55-57/y

- e. Has your wife been employed during the past five years?

Yes, held a full-time job all or most of the time.	<input type="checkbox"/> 5
Yes, held a part-time job all or most of the time.	<input type="checkbox"/> 6
Yes, sometimes worked but was mainly a housewife.	<input type="checkbox"/> 7
No, wife has not worked at all.	<input type="checkbox"/> 8

28. a. Immediately following retirement what do you expect will be your main sources of family income? (Give rough percentage estimates.)

	<u>%</u>	
Retirement Pay	_____	59-60/y
Earnings from work or commissions	_____	61-62/y
Funds from investments, savings, rents, etc.	_____	63-64/y
Earnings from wife's work	_____	65-66/y
Unemployment compensation	_____	67-68/y
Other (please specify) _____	_____	69-70/y

Total	_____	
	(100%)	

28. b. What are your expectations with regard to total family income in the future compared to your family's income during your last year of active duty?

	1ST YEAR AFTER RETIREMENT	5 YEARS AFTER RETIREMENT
Expect to be much better off	<input type="checkbox"/> y	<input type="checkbox"/> 4
Expect to be somewhat better off	<input type="checkbox"/> x	<input type="checkbox"/> 5
Should be about the same	<input type="checkbox"/> 0	<input type="checkbox"/> 6
Expect to be a little worse off	<input type="checkbox"/> 1	<input type="checkbox"/> 7
Expect to be much worse off	<input type="checkbox"/> 2	<input type="checkbox"/> 8
	71/3	72/9

29. All things considered how satisfying do you expect your life to be during the next five years as compared with the past five years?

Much more satisfying	<input type="checkbox"/> 1
Somewhat more satisfying	<input type="checkbox"/> 2
About the same, in some respects better, in others worse	<input type="checkbox"/> 3
Somewhat less satisfying	<input type="checkbox"/> 4
Much less satisfying	<input type="checkbox"/> 5

73/9

30. Do you have any ideas now regarding how long you will continue to work?

Yes, as long as I am able to hold a decent job.	<input type="checkbox"/> 1
Yes, until I reach 50.	<input type="checkbox"/> 2
Yes, until I reach 55.	<input type="checkbox"/> 3
Yes, until I reach 60.	<input type="checkbox"/> 4
Yes, until I reach 65.	<input type="checkbox"/> 5
Yes, until I reach 70.	<input type="checkbox"/> 6
Yes, until family needs are provided for and I am well-off enough to retire comfortably.	<input type="checkbox"/> 7
I have not given it much thought.	<input type="checkbox"/> 8

74/9

31. What are your plans immediately after you retire from the service? (CHECK ALL APPROPRIATE ANSWERS.)

- a. I will be self-employed. ☐ 1
- b. I already have job waiting for me. ☐ 2
- c. I plan to be looking for a full-time job immediately after I retire. ☐ 3
- d. I plan to take an extended vacation, then I will look for a job. ☐ 4
- e. I plan to be a full-time student. ☐ 5
- f. I plan to be a part-time student. ☐ 6
- g. I plan to work part-time only. ☐ 7
- h. I do not have any definite plans for my retirement period at this time. ☐ 8

MP
73/9

SELF-EMPLOYED ONLY

FOR THOSE WHO CHECKED THE FIRST ITEM IN Q31 (31a): IF YOU ARE GOING TO BE SELF-EMPLOYED, PLEASE ANSWER THE FOLLOWING QUESTIONS:

32. a. What type of work will you be doing? (please specify) _____

76-77/y

b. What will be your annual income from this source? (Please give rough estimate.)

\$ _____

78/y

c. You have now completed the questionnaire. Please mail in the attached self-mailer which requires no postage. Thank you very much for your cooperation. Please check the box below if you wish to be informed when the survey findings become available.

Yes ☐ 1 No ☐ 2

79/9

JOB SEEKERS AND STUDENTS ONLY

ALL OTHERS (THOSE WHO DID NOT CHECK ITEMS 31a OR 31b), PLEASE ANSWER THE QUESTIONS ON THE SHEETS WITH RED BANDS ONLY. pp 23 - 28.

80/8

JOB HOLDERS ONLY

THOSE WHO ALREADY HAVE A POST-RETIREMENT JOB WAITING FOR THEM (THOSE WHO CHECKED THE SECOND ITEM IN Q31, 31b), PLEASE ANSWER THE QUESTIONS ON THE SHEETS WITH BLUE BANDS ONLY. pp 29 - 34.

(FOR THOSE WHO WILL BE LOOKING FOR A JOB, OR MIGHT BE LOOKING FOR A JOB)

1. What type of job do you think you would like to have after you retire? Please indicate three types of jobs you would like to have by checking the appropriate jobs on the civilian occupation list at the end of the questionnaire. List your choices below in order of preference.

1. _____
2. _____
3. _____

7-9/y

10-12/y

13-15/y

2. What kind of employer would you like to work for after retirement?

	PREFERRED	ACCEPTABLE	UNACCEPTABLE	
a. Large business (over 1,000 employees)	<input type="checkbox"/> y	<input checked="" type="checkbox"/> x	<input type="checkbox"/> 0	16/1
b. Medium-sized business (50-1,000 employees)	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	17/5
c. Small business (fewer than 50 employees)	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8	18/9
d. College or University (public or private including junior colleges and technical schools)	<input type="checkbox"/> y	<input type="checkbox"/> x	<input type="checkbox"/> 0	19/1
e. Secondary or elementary schools (public or private)	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	20/5
f. Medical institutions	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8	21/9
g. Other private organizations (including trade associations, religious organizations, foundations, research institutions, etc.)	<input type="checkbox"/> y	<input type="checkbox"/> x	<input type="checkbox"/> 0	22/1
h. Federal Government (excluding schools or medical institutions to be checked above)	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	23/5
i. State or local government (excluding schools or medical institutions to be checked above)	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8	24/9
j. Other (please specify) _____ _____	<input type="checkbox"/> y	<input type="checkbox"/> x	<input type="checkbox"/> 0	25/1

3. a. If you are planning to get a job after retirement, what is the minimum ANNUAL SALARY you would be prepared to accept?

\$ _____

26-30/y

- b. What ANNUAL SALARY do you actually expect to earn in your first job after retirement?

\$ _____

31-35/y

4. a. Prior to retirement, have you made any systematic efforts to locate a job? (For example, by mailing out resumes, contacting employment agencies or employers)

No

☐ 1

Yes, I started during the last 2 months prior to retirement.

☐ 2

Yes, I started during the last 4 months prior to retirement.

☐ 3

(Question 4a Continued on page 24)

4. a. (Continued from page 23)

Yes, I started during the last 6 months
prior to retirement. ☐ 4

Yes, I started during the last year prior
to retirement. ☐ 5

Yes, I started more than 1 year prior to
retirement. ☐ 6

36.9

b. How soon do you expect to locate a suitable job after you start active job-seeking?

Less than one month later ☐ y

From 1-3 months later ☐ x

From 4-6 months later ☐ 0

More than 6 months later ☐ 1

I have no idea how long it will take ☐ 2

37.3

c. After you leave the service, how difficult do you think it will be to find a job equal to your present one? (Equal as to pay, satisfaction, benefits, interest and challenge.)

Very easy ☐ 4

Fairly easy ☐ 5

Fairly difficult ☐ 6

Very difficult ☐ 7

I don't know how difficult it would be ☐ 8

38.9

5. If you plan to work, how important do you think EACH of the following will be in helping you find a job?

	VERY IMPORTANT	SOMEWHAT IMPORTANT	NOT VERY IMPORTANT	OF NO IMPORTANCE	
Following newspaper ads	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	39.4
Using placement registers of retired military organizations	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8	40.9
United States Employment Service	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	41.4
Private employment agencies	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8	42.0
College or university placement services	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	43.4
The service in which you are now serving	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8	44.9
Relatives	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	45.4
Friends you knew in the service	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8	46.9
Other friends and acquaintances	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	47.4
Preparing resumes and mailing them to likely job prospects	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8	48.9

6. What will you be looking for in a job? In particular how much consideration will you be giving to each of the following factors?

	VERY IMPORTANT TO ME	SOMEWHAT IMPORTANT TO ME	NOT VERY IMPORTANT TO ME	NOT LOOKING FOR THIS	
a. Opportunity to use my military skills	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	49/4
b. Working with people rather than things	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8	50/9
c. Earning at least \$5,000	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	51/4
d. Earning at least \$10,000	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8	52/9
e. Earning at least \$15,000	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	53/4
f. Being free from supervision	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8	54/9
g. Opportunity for travel	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	55/4
h. Using educational background	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8	56/9
i. Locating in a specific geographic area	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	57/4
j. Chance for advancement	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8	58/9
k. Getting a job covered by Social Security benefits	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	59/4
l. Getting a job covered by pension	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8	60/9
m. Opportunity to supervise	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	61/4
n. A job in which influential decisions are made	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8	62/9
o. Avoid being away from home	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	63/4
p. Regular hours with free time to pursue own interests	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8	64/9
q. Friendly, noncompetitive working relationships	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	65/4
r. A job that is highly respected in the community	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8	66/9
s. A job that performs an important service for the community	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	67/4

7. Would you be willing to move to accept a good job?

Yes ☐ 1

No ☐ 2

If yes: Where would you be willing to accept a job?

Overseas

☐ y

Anywhere in the Continental United States

☐ x

Most places in the United States

☐ 0

Only in certain areas of the United States
(please specify) _____

☐ 1

8. How do you think your chances of finding a job will be affected by:

	DEFINITELY WILL DECREASE MY CHANCES	MAY DECREASE MY CHANCES SOMEWHAT	WILL NEITHER INCREASE NOR DECREASE MY CHANCES	MAY INCREASE MY CHANCES SOMEWHAT	DEFINITELY WILL INCREASE MY CHANCES
Your age	<input type="checkbox"/> y	<input type="checkbox"/> x	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2
Automation	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8
Status as a retired military careerist	<input type="checkbox"/> y	<input type="checkbox"/> x	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2
Dual compensation laws	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8
Company hiring policies and employment practices	<input type="checkbox"/> y	<input type="checkbox"/> x	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2
Labor union policies and practices	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8
Personnel shortages in certain fields (scien- tific, technical, other skilled occupations)	<input type="checkbox"/> y	<input type="checkbox"/> x	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2
Discrimination against members of racial or religious minorities	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8

9. a. Are you a member of a racial or religious group that is sometimes subjected to discriminatory hiring practices?

Yes ☐ 1 No ☐ 2

15/9

b. Which racial or religious group(s) are you a member of?

Negro ☐ 7 Orthodox (Russian, Greek, etc.) ☐ 3

Oriental ☐ 8 Jewish ☐ 4

Spanish American ☐ 9 White Protestant ☐ 5

American Indian ☐ 1 Other (please specify) _____

Catholic ☐ 2 _____ ☐ 6

16/9

10. a. Do you think you might need additional training to qualify for the kind of work you have in mind?

Yes ☐ 1 No ☐ 2

17/9

b. IF YES TO Q10a: PLEASE SPECIFY LENGTH AND TYPE OF TRAINING NEEDED.

UNDERGRADUATE COLLEGE

_____ Number of years _____ Major subject

18-21/y

GRADUATE SCHOOL

_____ Number of years _____ Major subject

22-25/y

TECHNICAL SCHOOL

Please specify what type of school _____

26/y

_____ Number of years _____ Major subject

27-30/y

COMMERCIAL SCHOOL

Please specify what type of school _____

31/y

_____ Number of years _____ Major subject

32-35/y

ON-THE-JOB TRAINING

☐ 1

36/y

OTHER TYPES OF TRAINING (please specify) _____

37/y

11. How well qualified do you think you are to do the kind of work you might want to do compared to civilians who are doing the same kind of work?

I am much better qualified. ☐ 1

I am somewhat better qualified. ☐ 2

I have about the same qualifications. ☐ 3

I am less qualified. ☐ 4

I am much less qualified. ☐ 5

Other (please specify) _____
_____ ☐ 6

38/9

12. About how much do you think you will be able to earn after you leave the service compared to what your income has been in your last year on active duty? (DO NOT COUNT YOUR MILITARY RETIREMENT INCOME.)

Much more ☐ 1

A little more ☐ 2

About the same ☐ 3

A little less ☐ 4

Much less ☐ 5

I have no idea what my earnings will be ☐ 6

39/9

13. How much do you believe you will have to earn at a civilian job to be as well off financially as you were during your last year in the service?

\$ _____

41-45/y

14. The questionnaire you have just completed is part of a larger study investigating employment patterns and problems of military retired. The next phase of the study requires job-seekers to fill out brief periodic reports until they are employed. The maximum period you will be asked to make reports is 15 weeks. All materials and instructions will be sent to you and the reporting will require less than one hour a week during the time you are job-hunting. Are you willing to cooperate with this next phase?

Yes ☐ 1 No ☐ 2

46/9

Thank you very much for your cooperation in the survey. Please check the box below if you wish to be informed when the findings of the study become available.

Yes ☐ 1 No ☐ 2

47/9

79/1

30/0

(FOR THOSE WHO ALREADY HAVE POSTRETIREMENT JOB)

1. a. How did your first contact with this job come about?

- Through on-the-job contacts while on active duty ☐ y
Through a Service friend ☐ x
Through other friends or relatives ☐ o
Answered advertisement ☐ 1
Through a professional employment agency ☐ 2
Through the United States Employment Service ☐ 3
On my own initiative; made application to the firm ☐ 4
Other (please explain) _____
_____ ☐ 5

7/9

b. When did you first make systematic attempts to locate a job for your postretirement career?

- Less than 2 months prior to retirement ☐ 1
2-4 months prior to retirement ☐ 2
4-6 months prior to retirement ☐ 3
6-12 months prior to retirement ☐ 4
1-2 years prior to retirement ☐ 5
More than 2 years prior to retirement ☐ 6

8/9

c. When did you actually accept the job you now have?

- Less than 2 months prior to retirement ☐ 1
2-4 months prior to retirement ☐ 2
4-6 months prior to retirement ☐ 3
6-12 months prior to retirement ☐ 4
1-2 years prior to retirement ☐ 5
More than 2 years prior to retirement ☐ 6

9/9

2. a. Please indicate what type of job you have by selecting the appropriate one on the list of civilian occupations on page at the end of this questionnaire.

(Occupation) (Code Number)

10-12/y

b. What will your job title be? _____

c. When is the starting date of this job?

(Day) (Month) (Year)

13-14/y

2. d. What is your annual salary on this job?

- | | | | |
|-----------------|----------------------------|-------------------|----------------------------|
| Under \$3,000 | <input type="checkbox"/> 1 | \$7,500 - 9,999 | <input type="checkbox"/> 5 |
| \$3,000 - 3,999 | <input type="checkbox"/> 2 | \$10,000 - 14,999 | <input type="checkbox"/> 6 |
| \$4,000 - 4,999 | <input type="checkbox"/> 3 | \$15,000 - 19,999 | <input type="checkbox"/> 7 |
| \$5,000 - 7,499 | <input type="checkbox"/> 4 | \$20,000 and over | <input type="checkbox"/> 8 |

15/9

3. a. For whom will you be working and where?

 Name of Employer (Firm) (City) (State)

16-18/y

b. What type of work does this employer (or firm) do? (please explain) _____

19-21/y

c. Please check the appropriate "type of employer" category:

- | | |
|---|----------------------------|
| Large business (over 1,000 employees) | <input type="checkbox"/> y |
| Medium-sized business (50-1,000 employees) | <input type="checkbox"/> x |
| Small business (fewer than 50 employees) | <input type="checkbox"/> 0 |
| College or university (public or private including junior colleges and technical schools) | <input type="checkbox"/> 1 |
| Secondary or elementary schools (public and private) | <input type="checkbox"/> 2 |
| Medical institutions | <input type="checkbox"/> 3 |
| Other private organizations (including trade associations, religious organizations, foundations, research institutions, etc.) | <input type="checkbox"/> 4 |
| Federal Government (excluding schools or medical institutions to be checked above) | <input type="checkbox"/> 5 |
| State or local government (excluding schools or medical institutions to be checked above) | <input type="checkbox"/> 6 |
| Other (please specify) | <input type="checkbox"/> 7 |

22/9

4. When you accepted this job, how important to you were EACH ONE OF THESE FACTORS?

	VERY IMPORTANT TO ME	SOMEWHAT IMPORTANT TO ME	NOT VERY IMPORTANT TO ME	WAS NOT LOOKING FOR THIS	
a. Opportunity to use my military skills	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	23/4
b. Working with people rather than things	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8	24/9
c. Earning at least \$5,000/year	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	25/4
d. Earning at least \$10,000/year	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8	26/9
e. Earning at least \$15,000/year	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	27/4
f. Being free from supervision	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8	28/9
g. Opportunities for travel	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	29/4
h. Using educational background	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8	30/9
i. Locating in a specific geographic area	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	31/4
j. Chance for advancement	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8	32/9
k. Getting a job covered by Social Security benefits	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	33/4
l. Getting a job covered by a pension	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8	34/9
m. Opportunity to supervise	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	35/4
n. A job in which influential decisions are made	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8	36/9
o. Avoid being away from home	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	37/4
p. Regular hours with free time to pursue my own interests	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8	38/9
q. Friendly, noncompetitive working relationships	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	39/4
r. A job that is highly respected in the community	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8	40/9
s. A job that performs an important service for the community	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	41/4

5. a. Do you think you might need additional training in connection with this job?

Yes ☐ 1

No ☐ 2

42/9

b. IF YES TO Q5a: PLEASE SPECIFY THE LENGTH AND TYPE OF TRAINING NEEDED.

UNDERGRADUATE COLLEGE

_____ Number of years

_____ Major subject

43-46/y

GRADUATE SCHOOL

_____ Number of years

_____ Major subject

47-50/y

TECHNICAL SCHOOL

Please specify what type of school _____

_____ Number of years

_____ Subject

51-54/y

COMMERCIAL SCHOOL

Please specify what type of school _____

_____ Number of years

_____ Subject

55-58/y

ON -THE-JOB TRAINING

☐ 1

59/9

OTHER TYPES OF TRAINING (please specify) _____

60/9

c. Have you made any plans for training?

No

☐ y

Yes, employer will make arrangements for training.

Please give details: _____

☐ x

Yes, I will make arrangements for training. Please

give details: _____

☐ 2

Yes, I have already made arrangements for training.

Please give details: _____

☐ 5

61/9

6. Compared to civilians who are doing this same type of work, how qualified do you think you are?

- I am much better qualified. ☐ 1
- I am somewhat better qualified. ☐ 2
- I have about the same qualifications. ☐ 3
- I am less qualified. ☐ 4
- I am much less qualified. ☐ 5

62/9

7. If you were to look for another job in the near future, how do you think your chances of finding another job would be affected by?

	DEFINITELY WILL DECREASE MY CHANCES	MAY DECREASE MY CHANCES SOMEWHAT	WILL NEITHER INCREASE NOR DECREASE MY CHANCES	MAY INCREASE MY CHANCES SOMEWHAT	DEFINITELY WILL INCREASE MY CHANCES	
Your age	<input type="checkbox"/> y	<input type="checkbox"/> x	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	63/3
Automation	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8	64/9
Status as a retired military careerist	<input type="checkbox"/> y	<input type="checkbox"/> x	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	65/3
Dual compensation laws	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8	66/9
Company hiring policies and employ- ment practices	<input type="checkbox"/> y	<input type="checkbox"/> x	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	67/3
Labor union policies and practices	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8	68/9
Personnel shortage in certain fields (scientific, tech- nical, other skilled occupations)	<input type="checkbox"/> y	<input type="checkbox"/> x	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	69/3
Discrimination against members of racial or religious minorities	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8	70/9

8. a. Are you a member of a racial or religious group that is sometimes subjected to discriminatory hiring practices?

Yes ☐ 1 No ☐ 2

71/9

- b. Which racial or religious group(s) are you a member of?

Negro ☐ y

Oriental ☐ x

Spanish American ☐ o

American Indian ☐ 1

Catholic ☐ 2

Orthodox (Russian, Greek, etc.) ☐ 3

Jewish ☐ 4

White Protestant ☐ 5

Other (please specify) _____

_____ ☐ 6

72/9

9. What annual salary do you expect to be earning five years from now? (EXCLUDE MILITARY RETIREMENT INCOME.)

\$ _____

73-77/9

10. Are you still actively interested in job placement?

No, I consider the job I have accepted a permanent one. ☐ 1

Yes, because this is only a temporary job. ☐ 2

Yes, because I do not really like this job, accepted it as a stop-gap solution. ☐ 3

Yes, if the opportunity for advancement or a better job becomes available to me I will probably leave this job. ☐ 4

Yes, other (please explain) _____

_____ ☐ 5

78/9

YOU HAVE NOW COMPLETED THE QUESTIONNAIRE.

Thank you very much for your cooperation in the survey. Please check the box below if you wish to be informed when the findings of the study become available.

Yes ☐ 1 No ☐ 2

79/9

80/x

LIST OF MILITARY OCCUPATIONS

A. OFFICERS

0-01	Command - Management	0-42	Transportation
0-02	Planning	0-45	Procurement & Production
0-03	Intelligence	0-48	Food Service
0-04	Communications	0-50	Personnel & Administration
0-10	Engineering	0-52	Comptroller - Budgeting, Accounting and Finance
0-11	Mechanical	0-55	Data Processing & Statistics
0-12	Electrical-Electronic	0-58	Public Relations and Information
0-13	Aeronautical	0-60	Security
0-14	Civil	0-70	Aircraft Pilot-Crew Member
0-15	Other (specify)	0-80	Ordnance
0-30	Legal	0-85	Maintenance & Repair
0-32	Chaplain	0-90	Research & Development
0-35	Medical & Dental	0-99	Other (specify)
0-38	Education & Training		
0-40	Supply		

B. ENLISTED OCCUPATIONAL SPECIALTIES

DEPARTMENT OF DEFENSE GROUP

0	INFANTRY, GUN CREWS AND ALLIED SPECIALISTS	2	COMMUNICATIONS AND INTELLIGENCE SPECIALISTS
01	INFANTRY	20	RADIO AND RADIO CODE
010	Infantry, General	201	Radio Code
011	Special Forces	202	Non-Code Radio
012	Military Training Instructor	21	SONAR
02	ARMOR AND AMPHIBIOUS	210	Sonar Operator, General
020	Armor and Amphibious, General	22	RADAR AND AIR TRAFFIC CONTROL
03	COMBAT ENGINEERING	221	Radar
030	Combat Engineering, General	222	Air Traffic Control
04	ARTILLERY, GUNNERY AND ROCKET	23	SIGNAL INTELLIGENCE ELECTRONIC WARFARE
041	Artillery and Gunnery	230	Signal Intelligence/Electronic Warfare, General
042	Rocket Artillery	231	Intercept (Code and non-Code)
05	COMBAT AIR CREW	232	Analysis
050	Combat Air Crew, General	233	Electronic Countermeasures
051	Pilots and Navigators	24	MILITARY INTELLIGENCE
1	ELECTRONIC EQUIPMENT REPAIRMEN	241	Language Interrogation/Interpretation
10	RADIO/RADAR	242	Image Interpretation
100	Radio/Radar, General	243	Operational Intelligence
101	Communications Radio	244	Counterintelligence
102	Navigation, Communication and Countermeasure, NEC	25	COMBAT OPERATIONS CONTROL
103	Air Traffic Control Radar	250	Combat Operations Control, General
104	Surveillance/Target Acquisition and Tracking Radar	3	MEDICAL AND DENTAL SPECIALISTS
11	FIRE CONTROL ELECTRONIC SYSTEMS (Non-Missile)	30	MEDICAL CARE
111	Bomb-Navigation	300	Medical Care and Treatment, General
112	Airborne Fire Control	301	Operating Room
113	Shipboard and Other Fire Control	302	Mental Care
12	MISSILE GUIDANCE CONTROL AND CHECKOUT	303	Therapy
121	Missile Guidance and Control	304	Orthopedic
122	Missile Checkout Equipment, Test Equipment and Calibration	31	TECHNICAL MEDICAL SERVICES
123	Torpedo	311	Laboratory
13	SONAR EQUIPMENT	312	Pharmacy
130	Sonar, General	313	Radiology
14	NUCLEAR WEAPONS EQUIPMENT	32	RELATED MEDICAL SERVICES
140	Nuclear Weapons Equipment Repair, General	321	Food Inspection and Veterinary Services
15	ADP COMPUTERS	322	Preventive Medical Services
150	ADP Computers, General	33	DENTAL CARE
16	TELETYPE AND CRYPTOGRAPHIC EQUIPMENT	330	Dental Care, General
160	Teletype and Cryptographic Equipment, General	331	Dental Laboratory
19	OTHER ELECTRONIC EQUIPMENT	4	OTHER TECHNICAL AND ALLIED SPECIALISTS
191	Training Devices	40	PHOTOGRAPHY
193	Shipboard Inertial Navigation Systems	400	Photography, General
198	Electronic Instruments, NEC	41	DRAFTING, SURVEYING AND MAPPING
		411	Mapping
		412	Surveying
		413	Drafting
		414	Illustrating

(Can't on page 36)

(Con't from page 35)

42 WEATHER
420 Weather, General

43 ORDNANCE DISPOSAL AND DIVING
431 EOD/UDT
433 Diver

44 SCIENTIFIC AND ENGINEERING AIDES
440 Scientific and Engineering Aides, General

45 MUSICIANS
450 Musicians, General

49 TECHNICAL SPECIALISTS, NEC
491 Physical Science Laboratory
492 Memorial Activities and Embalming
493 Safety
494 Nuclear, Biological, Chemical Warfare Specialists

5 ADMINISTRATIVE SPECIALISTS AND CLERKS

50 PERSONNEL
500 Personnel, General
501 Recruiting

51 ADMINISTRATION
510 Administration, General
511 Stenography
512 Legal
513 Medical
514 Transportation
515 Postal
516 Aviation Maintenance Records and Reports
517 Flight Operations

52 CLERICAL/PERSONNEL
520 Combined Personnel and Administration, General
521 First Sergeants and Sergeants Major

53 DATA PROCESSING
531 Operators/Analysts
532 Programmers

54 ACCOUNTING, FINANCE AND DISBURSING
541 Auditing and Accounting
542 Disbursing

55 SUPPLY AND LOGISTICS
551 Supply Administration
552 Unit Supply

56 RELIGIOUS, MORALE AND WELFARE
561 Chaplain's Assistants
562 Recreation and Welfare

57 INFORMATION AND EDUCATION
570 Information and Education, General

58 COMMUNICATIONS CENTER OPERATIONS
580 Communications Center Operations, General

6 ELECTRICAL MECHANICAL EQUIPMENT REPAIRMEN

60 AIRCRAFT
600 Aircraft, General
601 Aircraft Engines
602 Aircraft Accessories
603 Aircraft Structures

61 AUTOMOTIVE
610 Automotive, General
611 Track Vehicle
612 Construction Equipment

62 WIRE COMMUNICATIONS
621 Linemen
622 Central Office
623 Interior Communications

63 MISSILE MECHANICAL AND ELECTRICAL
631 Missile Engine
632 Missile Mechanic
633 Missile Launch and Support Facilities

64 ARMAMENT AND MUNITIONS
640 Armament Maintenance, General
641 Small Arms Repair
642 Artillery Repair
643 Turret Repair
644 Nuclear Weapons Assembly
645 Ammunition Repair

64 ARMAMENT AND MUNITIONS (Cont'd)
646 Aviation Ordnance
647 Mines and Degaussing

65 SHIPBOARD PROPULSION
651 Main Propulsion
652 Auxiliaries

66 POWER GENERATING EQUIPMENT
661 Nuclear Power
662 Electric Power

67 PRECISION EQUIPMENT
670 Precision Equipment, General

68 AIRCRAFT LAUNCH EQUIPMENT
680 Aircraft Launch Equipment, General

69 OTHER MECHANICAL AND ELECTRICAL EQUIPMENT
690 Other Mechanical and Electrical Equipment, General

7 CRAFTSMEN

70 METALWORKING
700 Metalworking, General
701 Welding
702 Machinist
703 Sheetmetal
704 Metal Body Repair

71 CONSTRUCTION
710 Construction, General
711 Steelworking
712 Woodworking

72 UTILITIES
720 Utilities, General
721 Electrician

73 CONSTRUCTION EQUIPMENT OPERATION
730 Construction Equipment Operation, General

74 LITHOGRAPHY
740 Lithography, General

75 INDUSTRIAL GAS AND FUEL PRODUCTION
750 Industrial Gas and Fuel Production, General

76 FABRIC, LEATHER AND RUBBER
760 Fabric, Leather and Rubber, General

77 MARINE OPERATING CRAFTS
771 Boatswains
772 Navigators

78 FIREFIGHTING AND DAMAGE CONTROL
780 Firefighting and Damage Control, General

79 OTHER CRAFTSMAN, NEC
790 Other Craftsmen, NEC, General

8 SERVICE AND SUPPLY HANDLERS

80 FOOD SERVICE
800 Food Service, General
801 Stewards and Enlisted Aides

81 MOTOR TRANSPORT
811 Motor Vehicle Operators
812 Railway Operators
813 Small Boat Operators

82 MATERIAL RECEIPT, STORAGE AND ISSUE
821 Missile Fuel and Petroleum
822 Warehousing and Equipment Handling
823 Sales Store

83 MILITARY POLICE
830 Military Police, General
831 Confinement
832 Criminal Investigation

84 PERSONAL SERVICE
840 Laundry and Personal Service, General

85 AUXILIARY LABOR
850 Auxiliary Labor, General

86 FORWARD AREA EQUIPMENT SUPPORT
860 Forward Area Equipment Support, General

1 Accountant, Auditor
14 Agent (buyer of space
096 Banking, Finance, Ins
stockbroker, insuran
1 Bookkeeper
7 Business Executive (president, treasurer, administrator, TV ex
001 Buyer, Assistant Buy
40 Manager (store, buildi

TO BE SENT IN ONLY BY THOSE WHO DO NOT HAVE ANY PLANS TO WORK
AT ANY TIME AFTER THEIR RETIREMENT

Dear Mrs. Sharp:

I am not returning the preretirement questionnaire because I AM NOT PLANNING TO SEEK OR TAKE UP PAID EMPLOYMENT FOLLOWING RETIREMENT.

a. Name (please print): _____
(Last) (First) (Middle Initial)

b. Rank for retirement pay purposes: _____ c. Service Number: _____

d. Branch of Service: Army ☐ Navy ☐ Air Force ☐ Marines ☐

e. Component: Regular ☐ Reserve ☐

2. Retiring for Disability? Yes ☐ No ☐ 3. Date of Birth: _____
(Month) (Year)

1. Length of Active Duty Service: _____
(Years)

7. Please indicate an address where you can be contacted during the first year after your retirement.

(Name) (Street) (City) (State)

1. What is your Social Security Number?

--	--	--

--	--	--

--	--	--	--

584 Foreman, construction
591 Foreman, manufacturing
590 Foreman, other (please specify)
695 Inspector, government
586 Inspector, other (please specify)
589 Instrument maker and repairer
471 Jeweler, watchmaker, etc.
460 Leather worker (including repairer)
585 Machinist
584 Mason (including bricklayer and setter)
580 Mechanic and repairman, general
592 Mechanic and repairman, electrical
581 Mechanic and repairman, mechanical

Because of the great length of
of these industries in a job the
mind.

FIRST CLASS
PERMIT NO. 33451
WASHINGTON, D. C.

(Con't from page 35)

- 42 WEATHER
- 420 Weather, General
- 43 ORDNANCE DISPOSAL AND DIVING
- 431 EOD/UDT
- 433 Diver
- 44 SCIENTIFIC AND ENGINEERING AIDES
- 440 Scientific and Engineering Aides, General
- 45 MUSICIANS
- 450 Musicians, General
- 49 TECHNICAL SPECIALISTS, NEC
- 491 Physical Science Laboratory
- 492 Memorial Activities and Embalming
- 493 Safety
- 494 Nuclear, Biological, Chemical Warfare Specialists

- 64 ARMAMENT AND MUNITIONS (Cont'd)
- 646 Aviation Ordnance
- 647 Mines and Degaussing
- 65 SHIPBOARD PROPULSION
- 651 Main Propulsion
- 652 Auxiliaries
- 66 POWER GENERATING EQUIPMENT
- 661 Nuclear Power
- 662 Electric Power
- 67 PRECISION EQUIPMENT
- 670 Precision Equipment, General
- 68 AIRCRAFT LAUNCH EQUIPMENT
- 680 Aircraft Launch Equipment, General
- 69 OTHER MECHANICAL AND ELECTRICAL EQUIPMENT
- 690 Other Mechanical and Electrical Equip

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- 621 Linemen
- 622 Central Office
- 623 Interior Communications
- 63 MISSILE MECHANICAL AND ELECTRICAL
- 631 Missile Engine
- 632 Missile Mechanic
- 633 Missile Launch and Support Facilities
- 64 ARMAMENT AND MUNITIONS
- 640 Armament Maintenance, General
- 641 Small Arms Repair
- 642 Artillery Repair
- 643 Turret Repair
- 644 Nuclear Weapons Assembly
- 645 Ammunition Repair

- 81 MOTOR TRANSPORT
- 811 Motor Vehicle Operators
- 812 Railway Operators
- 813 Small Boat Operators
- 82 MATERIAL RECEIPT, STORAGE AND ISSUE
- 821 Missile Fuel and Petroleum
- 822 Warehousing and Equipment Handling
- 823 Sales Store
- 83 MILITARY POLICE
- 830 Military Police, General
- 831 Confinement
- 832 Criminal Investigation
- 84 PERSONAL SERVICE
- 840 Laundry and Personal Service, General
- 85 AUXILIARY LABOR
- 850 Auxiliary Labor, General
- 86 FORWARD AREA EQUIPMENT SUPPORT
- 860 Forward Area Equipment Support, General

LIST OF CIVILIAN OCCUPATIONS

BUSINESS OFFICIAL AND COMMERCIAL OCCUPATIONS

1	Accountant, Auditor	105	Office Clerk (all types)
4	Agent (buyer of space, director)	125	Office Machine Operator (including PBX, IBM, computer, etc.)
098	Banking, Finance, Insurance Official (including stockbroker, insurance broker, credit analyst)	039	Personnel Worker (employment agent)
1	Bookkeeper	094	Public Official (including coroner, court official, customs inspector, tax inspector, postmaster, city manager, etc.)
7	Business Executive (including president, vice-president, treasurer, director, proprietor, hospital administrator, TV executive, publisher, etc.)	009	Public Relations Worker (not on executive level)
001	Buyer, Assistant Buyer, (for store)	150	Salesman - all types (including wholesale, retail, insurance)
0	Manager (store, building, floor, hotel, office, sales, etc.)		

SERVICE OCCUPATIONS

2	Barber	242	Hospital worker (including practical nurse)
1	Bartender	224	Hotel Worker
280	Building Service (including janitor, building maintenance, groundskeeper, elevator operator, etc.)	266	Policeman (including detective, guard)
5	Cook	200	Service occupations, other (please specify)

SKILLED OCCUPATIONS AND TRADES

401	Baker	482	Metal foundry worker
4	Blaster and powderman	508	Optician and lens grinder
2	Cabinet maker	528	Paperhanger and plasterer
525	Carpenter	527	Painter
526	Cement and concrete finisher	530	Plumber and steam fitter
523	Construction machinery operator (all types)	444	Printer and related trades
3	Craneman (including derrickman, hoistman and shovelman)	599	Radio, television and electronic equipment-- installation, repair and servicing of
536	Driver, motor vehicle (all types--trucks, tractor, trailer, bus, taxi, chauffeur, routeman)	773	Rigger
7	Electrician	583	Serviceman, household appliances
4	Foreman, construction	598	Serviceman, office machines (including typewriters)
591	Foreman, manufacturing	430	Sheetmetal worker
590	Foreman, other (please specify)	572	Stationary engineer (all types)
005	Inspector, government service	484	Structural metal worker
6	Inspector, other (please specify)	426	Tailor
9	Instrument maker and repairman	553	Telephone, telegraph and electric power equipment-- installation, repair and servicing of (including linemen)
471	Jeweler, watchmaker, gold and silversmith	476	Tool and die maker
460	Leather worker (including shoe making and repair)	435	Upholsterer
5	Machinist	548	Water transportation (including mates, boatswains, quartermasters, engineers, pilots, etc.)
4	Mason (including bricklayer, stonecutter, and tile setter)	485	Welder
580	Mechanic and repairman, aircraft	499	Other skills and trades (please specify)
502	Mechanic and repairman, electrical equipment		
1	Mechanic and repairman, motor vehicle		

Because of the great length of the list, we have not listed all the occupations in various industries. If you plan to work in one of these industries in a job that IS NOT otherwise listed above, please list the industrial group and specify the job you have in mind.

PROFESSIONAL OCCUPATIONS

- 033 Agricultural Scientist (including agronomist, conservationist, extension agent, forester, horticulturist, husbandman and ranger)
- 034 Biological Scientist (including biologist, zoologist, etc.)
- 008 Clergyman
- 013 Dentist
- 035 Earth Scientist (including geologist, geophysicist, etc.)

Education--

- 010 College Official (i.e., dean, registrar, etc.)
- 011 College Teacher (specify subject area)
- 029 High School and Elementary School Official (i.e. principal, supervisor, etc.)
- 031 High School Teacher (specify subject area)
- 030 Elementary School Teacher (specify subject area)
- 032 Education - Other (i.e. coach, guidance counsellor, please specify)

Engineer--

- 020 Aeronautical, aerospace
- 016 Civil
- 017 Electrical
- 019 Mechanical
- 014 Engineer - Other (please specify)
- 022 Lawyer
- 023 Librarian
- 037 Mathematician and/or Statistician
- 007 Physical Scientist (including chemist, physicist, etc.)
- 026 Physician or Surgeon
- 038 Psychologist
- 027 Social Worker (including recreation worker and welfare worker)
- 036 Social Scientist (please specify)
- 006 Writer (including editor, reporter, technical writer, literary writer)
- 040 Other Professional Occupations (please specify)

TECHNICAL OCCUPATIONS

- 041 Aviator
- 048 Draftsman (all types)
- 049 Engineer aid
- 068 Interpreter or Translator
- 056 Photographer and related
- 067 Specification Writer, Planner or Estimator
- 057 Sports Instructor and/or Official
- 064 Surveyor

Technicians--

- 052 Dental
- 053 X-Ray
- 066 Electronic
- 050 Laboratory
- 054 Medical
- 061 TV-Radio
- 060 Technician, Other (please specify)
- 052 Therapist (physical and occupational)

- 300 FARMER (any type)
- 387 COMMERCIAL FISHERMAN

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